DOCUMENT RESUME

ED 154 958 RC 010 509

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TITLE Comprehensive Planning Data for Southeast Minnesota School Districts.
INSTITUTION Southeast Minnesota Educational Cooperative Service Unit, Rochester.
PUB DATE May 77
NOTE 430p.; Not available in hard copy due to extensive use of sideways pages

EDRS PRICE MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS Administration; Community Services; Comparative Analysis; Enrollment; Expenditure Per Student; Facilities; *Interagency Cooperation; *Planning; Salaries; *School Districts; School Personnel; Special Education; *Statistical Data; Student Teacher Ratio; *Surveys; *Tables (Data); Teacher Certification; Transportation
IDENTIFIERS *Southeast Minnesota Ed Cooperative Service Unit

ABSTRACT

Selected current data on both small and large public schools in an 11-county area of southeast Minnesota are summarized to help school districts in decision making since proposed legislation would reduce the state's 438 school districts to 92. The survey instrument, included in the report, was sent to all public school superintendents in the 54-district region, including both Southeast Minnesota Educational Cooperative Service Unit members and nonmembers. Participating schools are listed under their respective counties; definitions are given for terms used in the tables. Data given for each county includes a map, a narrative countywide summary, and tables listing information for each school district. Information includes: size, school buildings, present and projected enrollments, certified and noncertified staff, transportation (number of routes and buses, miles one-way, public/private buses, garage space, buses in garage, late bus service), economic (evaluation base, lunch program, expenditures per pupil unit), salary schedule, salary-staff comparisons, administration, extra duty personnel, negotiations, secondary teachers per subject, community services, and special education. (RS)

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ED154958

# COMPREHENSIVE PLANNING DATA
# FOR
# SOUTHEAST MINNESOTA SCHOOL DISTRICTS

**A Survey of 54 School Districts in Southeastern Minnesota, was Conducted by the Research & Data Commission of Southeast Minnesota Cooperative Service Unit (SMECSU) for the 1976-77 School Year**

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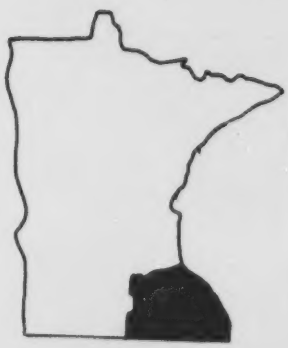

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May, 1977

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# PREFACE

The 11-county area of Southeast Minnesota contains 54 public school districts. This report contains selected current data which the Research and Data Commission of the Southeast Minnesota Educational Cooperative Service Unit (SMECSU) feels will help school district decision-makers in the decision-making process.

The survey's purpose was to collect data, compile the information, and report the results. SMECSU through its Research and Data Commission will also be available to help districts interpret, understand, organize and use the data found in the following pages.

Appreciation is gratefully extended to the SMECSU staff: Dr. Dean Swanson, Becky Schrader, Judy Scherr and Elaine Miller for their help in organizing, compiling and typing the data.

--Research and Data Commission

LeRoy Henning, Chairman
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# INTRODUCTION

This report summarizes data for Southeast Minnesota's 11-county area. Fifty-four public school districts are in this area as a map on the following page indicates. (The SMECSU area is contiguous with the Governor's Planning Region 10).

The Research and Data Commission of SMECSU has as one of its goals for 1976-77 the completion of an Impact Study for Southeastern Minnesota. The study grew out of concern for the proposed legislation--S.F. 156. Senate File 156 - School Reorganization Bill--would reduce the 438 school districts into 92.

Some of the objectives of the Impact Study were:

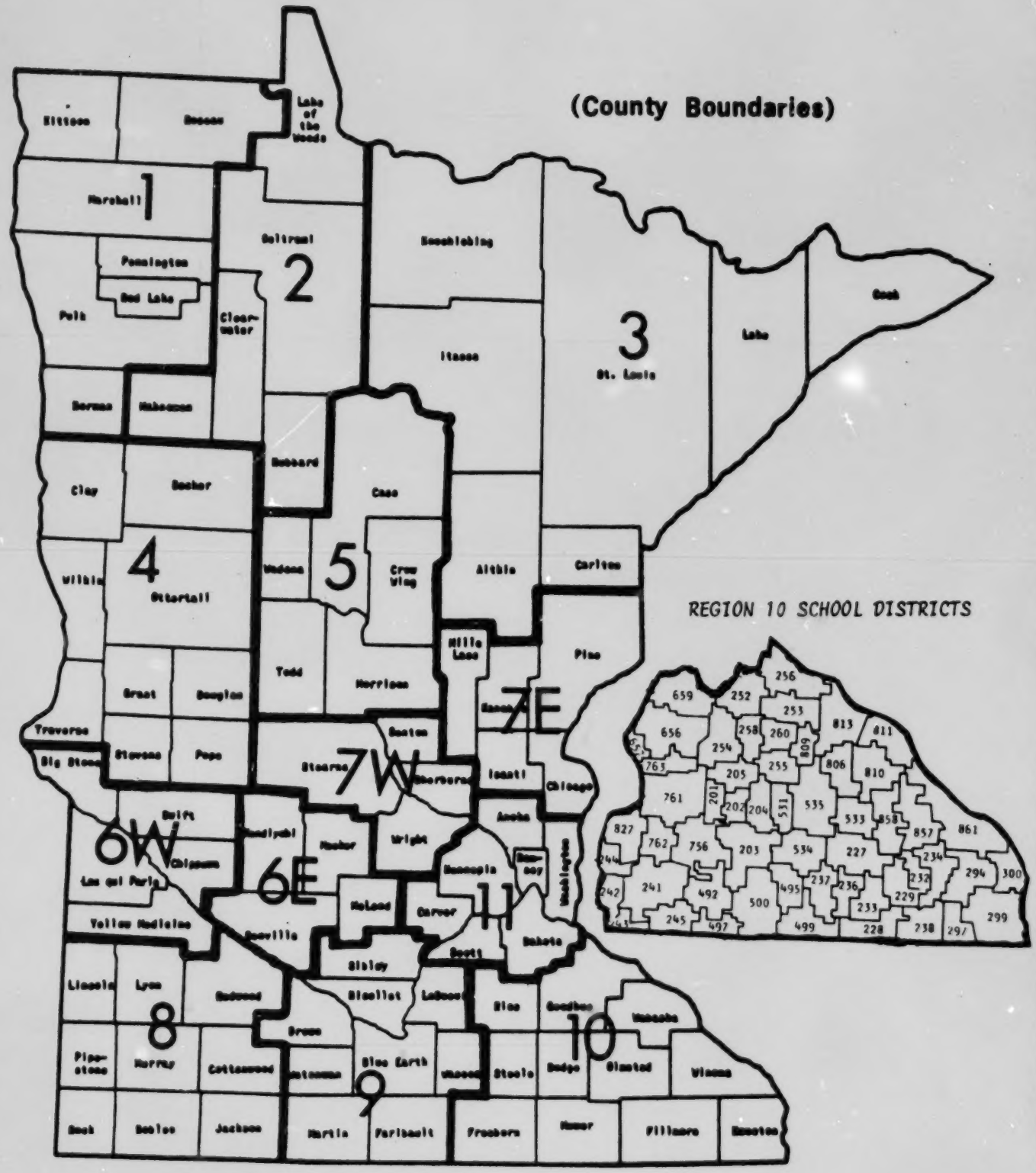
1. Data would be collected, compiled and reported on the present status of school districts in the SMECSU area.

2. Certain types of data would be collected, compiled, and reported on the proposed reorganization of school districts in the SMECSU area.

3. Comparisons could be made with the data and attention given to special areas of concern. School districts could then draw their own conclusions to meet individual needs.

The information collected in this study can be used in any type of comparison and/or projection a school district may wish to make.

# Minnesota Development Regions



## SOURCE OF DATA

Information for the Impact Study was collected in several locations. The source of that data may be useful.

1. Expenditures Per Pupil Unit

   Data was taken from Update--Special Report, published by the Minnesota State Department of Education, Spring 1977.

2. Salary Schedules

   Information was collected from the Minnesota School Board Association (MSBA). The data came from Form 2A-77 (MSBA Basic Data Sheet for Negotiations) and Form 2B-77 (MSBA Basic Data Summarization Sheet).

3. School District Maps

   Maps were obtained from the Rochester Public Library.

4. School Mill Rates

   School rates for Agricultural and Non-Agricultural were obtained from the Auditor of each County.

5. SMECSU Impact Study

   The survey instrument used was entitled Impact Study - Region 10. The survey was developed by the Research and Data Commission of SMECSU. The survey was sent to all superintendents of public schools in Southeast Minnesota. This included both member and non-member SMECSU school districts.

## PARTICIPATING SCHOOLS

DODGE COUNTY

Claremont
Dodge Center
Hayfield
*Kasson-Mantorville
West Concord

FILLMORE COUNTY

Harmony
Lanesboro
Mabel-Canton
Peterson
Preston
Rushford
Spring Valley
Wykoff

FREEBORN COUNTY

Albert Lea
Alden
Emmons
Freeborn
Glenville

GOODHUE COUNTY

Cannon Falls
Goodhue
Kenyon
Pine Island
* Red Wing
Wanamingo
Zumbrota

HOUSTON COUNTY

Caledonia
Houston
LaCrescent
Spring Grove

MOWER COUNTY

Austin
Grand Meadow
LeRoy
Lyle
Southland

OLMSTED COUNTY

Byron
Chatfield
Dover-Eyota
Rochester
Stewartville

RICE COUNTY

Faribault
Morristown
Northfield

STEELE COUNTY

Blooming Prairie
Ellendale-Geneva
Medford
Owatonna

WABASHA COUNTY

Elgin-Millville
Lake City
Mazeppa
Plainview
Wabasha

WINONA COUNTY

Lewiston
St. Charles
Winona

*School Districts Not Responding to Survey.

## ITEM DEFINITIONS AND USAGES

The definitions listed below appear in the order that they are found in the tables. These definitions and explanations should aid in understanding and interpreting the data presented.

### SIZE

Size - Includes the total square miles that is included in each school district.

Extension - Includes the number of square miles a district extends into other county(ies).

### SCHOOL BUILDINGS

Buildings - Give the total number and construction date of buildings used by the district.

### ENROLLMENT & PROJECTIONS

Pupil Enrollments - Includes all kindergarten, elementary, and secondary pupils enrolled in district schools on October 1, 1976.

K (Kindergarten Enrollment). Designate kindergarten enrollment.

1-6 (Elementary Enrollment in Grades 1 through 6). Designate elementary school enrollments included in grades one through six.

7-12 (Secondary Enrollment in Grades 7 through 12). Includes all children in grades seven through twelve.

Total - Refers to the total enrollment in Kindergarten through grades twelve.

Projected Enrollments - Refers to all 1-4 year olds which are indicated in the census data.

### CERTIFIED STAFF

Classroom Teachers - Lists by grade categories only the teachers who are in direct instructional setting with students in classroom.

Other Teachers - Refers to instructional personnel listed by grade categories who are not in classroom setting and not in administration. Include librarian, counselors, psychologists, audio-visual coordinators, speech therapists, consultants and others.

Administrators - Lists by grade categories
General Administration such as
Superintendent, Assistant Superintendent, Business Manager, Administrative Assistant, Principal and Assistant Principal.

Total Certified Personnel - Lists total of all certified (teachers) and administrative personnel in the district.

## NON-CERTIFIED STAFF

Non-Certified Staff - Refers to those persons who are not in the category of certified. Includes secretaries, cooks, custodians, aides, clerical and others.

Custodial Staff - Refers to all custodians, carpenters, plumbers, laundresses, matrons and maintenance people in the school.

Clerical Staff - Includes secretaries, bookkeepers, stenographers, utility clerks, and typists in the school.

Food Service - Includes cooks, dishwashers, kitchen helpers, food managers, servers.

Transportation Support Personnel - Includes bus mechanics, transportation supervisors, etc.

Aides - In a school district, this refers to all library, teacher, playground and clerical aides, instructional aides and Title I aides.

## TRANSPORTATION

Transportation - Refers to the movement of kindergarten, elementary and secondary students from their home to school and back again.

Number of Bus Routes - This refers to the number of routes that are required to transfer a student to and from school.

Cummulative Miles - One Way - Gives the total number of miles a bus travels in the morning from the students home to school.

Garage Space - Refers to garages being owned or rented and how many buses are housed in each garage.

Late Bus Service - Refers to buses being operated for extra curricular activities - after school. (Home bound)

## ECONOMIC

EARC - (EARC Mill Rates) - It is the mill rate based on the total taxable value of property of the district as adjusted by the equalization Aid Review Committee (EARC) for variations in assessment levels.

Bonded Debtedness - It is the 1976-77 bonded debt of the district.

Assessed Value - Refers to what people pay property taxes on--taxable assessed value.

Mill Rates - Signifies the rates of taxation of property for school purposes. Mill rates are established by dividing the dollar levy by the total taxable valuation of property, then multiplying the answer by 1,000. Levies are approved by local school boards within limitations established by state law. The tabled mill rates apply to taxes payable in 1976.

Lunch Program - The amounts paid by adults, secondary, and elementary students for a hot lunch.

Expenditures Per Pupil Unit - Consists of 1975-76 expenditures. This report deals with only four of the major expenditure areas. The expenditure for each of the items is divided by the number of pupil units in the district. Each figure is rounded to the nearest whole dollar. These figures may be considered to be the cost per pupil unit for the services provided.

Total Pupil Units 1975-76 - Is a measure of School District size resulting from the application of weighting factors to resident and non-resident enrollments. In the State of Minnesota each Kindergarten pupil is counted as .5 pupil unit (P.U.), each elementary pupil as 1.0 P.U., and each secondary student as 1.4 P.U. These weighted values reflect the relative costs incurred in educating various aged students and are used in the calculation of state aids and local tax levy limitations. Pupil units are used as the common denominator to permit comparisons between districts. Figures are cited for the 1975-76 school year, for which financial and other characteristics of the districts are currently available.

Adm. Costs (Administrative Costs) - Report total for salaries and other expenses of the school board, the superintendent and other district-wide administrative personnel as a cost per pupil unit.

Instr. Sal. - (Instructional Salaries) - Report total for salaries of teachers, principals, consultants, coordinators, librarians, guidance and counseling personnel, psychologists and other instruction resource personnel as a cost per pupil unit.

Other Instr. - (Other Instructional Disbursements) - Reports total for salaries of secretarial and clerical personnel, salaries of para-professionals and aides, textbook expenses, library costs, expenditures for audio-visual materials, instructional supplies and miscellaneous other instructional expenses as a cost per pupil unit.

Trans. - (Transportation Disbursements) - Reports total for salaries, contracted services, public carried costs, travel insurance, board and lodging, snow removal and other transportation disbursements made for public and private pupils for transportation to and from school as a cost per pupil unit. Expenditures for student activities, field trips and transportation equipment are not included in this category.

Total Per Pupil Unit Cost - Reports the total of fifteen disbursements divided by the total pupil units. This study only includes four of those fifteen disbursements. Those not included are: attendance and health services disbursements, plant operations disbursements, disbursements for plant maintenance, fixed charges, disbursements for food services, student activity disbursements, transfers, community services disbursements, capital outlay expenditures, debt service expenditures, and abatements.

SALARIES

Salary Schedules - The starting and maximum numbers in the salary schedules for Bachelors and Masters Degree. The steps for each schedule reflect the number from the base to the maximum. The first step for all schedules has been considered as zero for purposes of counting.

Administrative Salaries - Refers to the salaries paid by the district for the 1976-77 school year for the superintendent, assistant superintendent, high school principal, elementary principal, assistant principal, business manager and vocational director, excluding fringe.

Extra Duty Salaries - The compensation for extra duty assignments the teachers will receive for the 1976-77 school year.

NEGOTIATIONS

Negotiations - Refers to any organization of teachers, principals and/or supervisors and non-certified personnel for the purpose of negotiating a master contract and/or conditions of employment.

NUMBER OF SECONDARY TEACHERS PER SUBJECT

Number of Secondary Teachers Per Subject - Includes the number of positions that are filled in secondary subject areas.

COMMUNITY SERVICES

Community Services - The data includes whether or not there is a part-time or full-time director to coordinate community programs.

SPECIAL EDUCATION

Special Education - Includes the number of teachers and students in the Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR), Special Learning Behavior Problems (SLBP), Speech and Hearing Programs.

## LIST OF ITEMS IN EACH COUNTY TABLE

SIZE

SCHOOL BUILDINGS

ENROLLMENT AND PROJECTIONS

- Present
- Projected

CERTIFIED STAFF

- Classroom
- Other
- Administration

NON-CERTIFIED STAFF

TRANSPORTATION

- Number of Routes
- Miles One-Way
- Number of Buses Used
- Public/Private Buses
- Garage Space - Owned/Rented
- Buses in Garage
- Late Bus Service

ECONOMIC

- Evaluation Base
- Lunch Program
- Expenditures Per Pupil Unit

SALARY SCHEDULE

SALARY/STAFF COMPARISONS

ADMINISTRATION

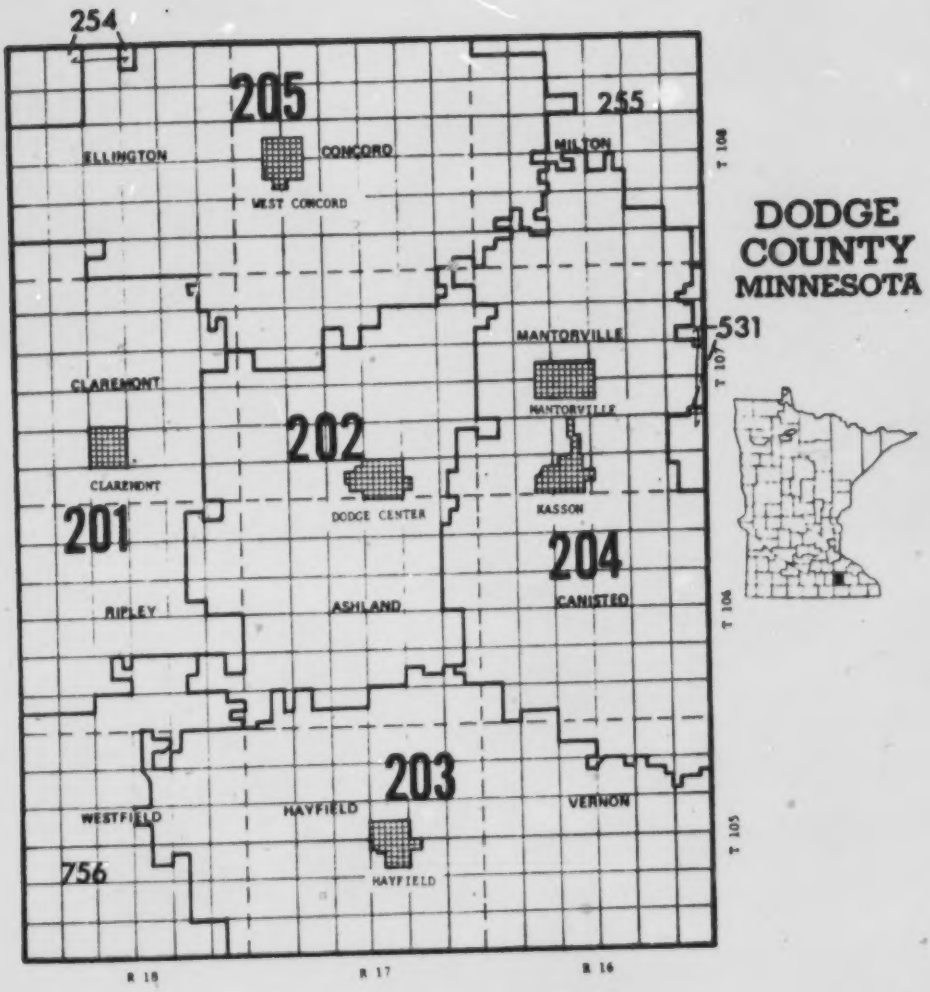
EXTRA DUTY PERSONNEL

NEGOTIATIONS

NUMBER OF SECONDARY TEACHERS PER SUBJECT

COMMUNITY SERVICES

SPECIAL EDUCATION


254
205
255
ELLINGTON
CONCORD
WEST CONCORD
MILTON
T 108
DODGE
COUNTY
MINNESOTA
531
MANTORVILLE
T 107
CLAREMONT
202
CLAREMONT
DODGE CENTER
KASSON
201
204
RIPLEY
ASHLAND
CANISTEO
T 106
203
WESTFIELD
HAYFIELD
VERNON
T 105
756
HAYFIELD
R 18
R 17
R 16

## DODGE COUNTY

Dodge County encompasses 419.5 square miles and has five school districts serving its students. Of those five school districts, Hayfield extends into Mower and Olmsted Counties, Claremont into Steele County and West Concord into Goodhue County.

The five school districts have nine school buildings ranging in construction date from 1924 to 1976.

Present enrollment in Dodge County schools is 1,383 students in K-6 and 1,505 in 7-12, making a total of 2,888 students attending school.

Based on the present census data, there are 633 one through four-year-olds in this county. Using the existing data, and not taking into account migration, emigration, and any other changes that might occur, the projected enrollments for K-12 in the fall of 1977 would be 2,797 students. Fall of 1978 would enroll 2,723 students; 1979, 2,627 students, and 1980 would enroll 2,503 students. Using only the available information, enrollments appear to be declining.

Certified staff for Dodge County schools includes: 1) classroom teachers which are those in direct instructional setting with students, 2) other teachers which include those not in direct instructional setting or in administration, like librarians, counselor, psychologists, etc., and 3) administrators. The total number of classroom teachers is 56.5 in K-6 and 82 in 7-12. This gives a total of 138.5 classroom teachers. The counselors, librarians, etc. called other instructional teachers total 27.33. Administrators total 11.5 in Dodge County.

Given the following data, existing student/teacher ratios are calculated. The present student to classroom teacher ratio in K-6 would be 24.5 and 18.4 in 7-12.

In addition to the certified, non-certified is also a part of the school district. Non-certified staff include: custodians, clerical personnel, food service personnel, bus drivers, aides, and others, totaling 102.5 and costing the districts in this county about $421,023.

Transportation of students to and from school is a necessary part of any district. Transportation of these 2,888 students in Dodge County includes: thirty-five bus routes, 35 buses, and approximately 865 miles traveled one-way or 1,730 miles traveled each day. Three of the five districts own garages. Only two of the five run late bus service. They are Claremont and Hayfield.

This report includes the following economic data: evaluation base, cost of the lunch program, expenditures per pupil unit, faculty salaries, administrative salaries, extra duty personnel costs and others. The following averages (mean) for the Dodge County school district includes: $13,857,831 EARC dollar value, $910,000 bonded indebtedness, and $9,717,884 assessed evaluations.

Table one provides comparisons of per pupil unit. (Based on 1975-76 data.) The averages (mean) for the Dodge County schools are: administrative cost of $57.40, instructional salaries of $635.40, other instructional disbursements of $85.20, transportation disbursements of $67.20, and an average per pupil unit cost of $1,587.

Salary comparisons were based on the Minnesota School Board Association (MSBA) data. All schools have not reported this data to the MSBA at the time of this printing. The available data indicated that the lowest average salary was $11,325 and the highest average salary was $13,180 in the Dodge County schools. The total cost for certified personnel in Dodge County for 1976-77 was $2,934,305.

Comparing the staff at the Bachelor of Arts (BA) degree level and the Master of Arts (MA) degree level, the major part of the staff in Dodge County is at the BA level. About 58% of the people are located at this point. Most of the certified staff have teaching experience from steps four to seven and 12 to 15. This represents about 55%.

In addition to comparing faculty salaries, comparisons can also be made with the administrative staff. The number of administrators ranges from 2.5 to 3. This costs these districts from $41,300 to $72,400. The total administrative staff for the Dodge County schools is 11.5 with a total salary of $240,130.

Extra duty positions number 87 and cost the Dodge County schools $54,404. The number of extra duty positions range from 13 to 34 and cost from $8,550 to $21,124.

The total number of secondary teachers for Dodge County schools is 88.5. Foreign Language has the least number with 1 instructor and English the highest with 12.5 instructors.

Two of the districts have no director for community services and 2 of them have a part-time director. Various types of programs are included in these services.

There are a total of 276 students in special education. These include: Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR) and Special Learning Behavior Problems (SLBP), speech and hearing. There are 12 teachers for these students. SLBP and speech encompass the largest number of teachers and students.

The information for Dodge County Schools summarized in this narrative can be examined in more detail in the following table.

TABLE I

| DODGE COUNTY | SIZE | | SCHOOL BUILDINGS | | ENROLLMENT & PROJECTIONS | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | PRESENT | | | | | | | | | | | | | | PROJECTED | | | | |
| DISTRICT | SQUARE MILES | EXTENSION | NUMBER | CONSTRUCTION DATE | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL | 1 YR OLDS | 2 YR OLDS | 3 YR OLDS | 4 YR OLDS | TOTAL |
| CLAREMONT | 67 | Steele 5 | 2 | 1938-1976 | 23 | 25 | 22 | 20 | 23 | 25 | 30 | 25 | 24 | 31 | 30 | 25 | 30 | 333 | 14 | 19 | 17 | 14 | 64 |
| DODGE CENTER | 63 | | 2 | 1938-1972 | 52 | 41 | 57 | 46 | 53 | 57 | 55 | 64 | 64 | 74 | 57 | 60 | 59 | 739 | 44 | 44 | 37 | 47 | 172 |
| HAYFIELD | 200 | Mower 100<br>Olmsted 12 | 3 | 1952-1969 | 71 | 73 | 75 | 91 | 85 | 81 | 93 | 114 | 116 | 117 | 123 | 108 | 111 | 1,258 | 70 | 70 | 72 | 76 | 288 |
| KASSON-MANTORVILLE | | | | | | | | | | | | | | | | | | | | | | | |
| WEST CONCORD | 89.5 | Goodhue 3.5 | 2 | 1924-1958 | 45 | 46 | 37 | 43 | 42 | 29 | 43 | 43 | 37 | 49 | 49 | 43 | 52 | 558 | 19 | 30 | 36 | 24 | 109 |
| TOTAL | 419.5 | | 9 | | 191 | 185 | 191 | 200 | 203 | 192 | 221 | 246 | 241 | 271 | 259 | 236 | 252 | 2,888 | 147 | 163 | 162 | 161 | 633 |

TABLE I CONTINUED

CERTIFIED STAFF

| DISTRICT | CLASSROOM K | 1 | 2 | 3 | 4 | 5 | 6 | 7-12 | K-12 | TOTAL | OTHER 1 - 6 | 7 - 12 | TOTAL | ADMINISTRATION 1 - 6 | 7 - 12 | K - 12 | TOTAL CERTIFIED STAFF |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CLAREMONT | .5 | 1 | 1 | 1 | 1 | 1 | 1 | 13 | | 19.5 | 2 | 1 | 3 | .5 | 1 | 1 | 25 |
| DODGE CENTER | 1 | 2 | 3 | 2 | 3 | 3 | 3 | 20 | | 37 | 2.33 | 2 | 4.33 | 1 | 1 | 1 | 44.33 |
| HAYFIELD | 2 | 3 | 3 | 3.5 | 3.5 | 3 | 4 | 32 | | 54 | 8 | 8 | 16 | 1 | 1 | 1 | 73 |
| KASSON-MANTORVILLE | | | | | | | | | | | | | | | | | |
| WEST CONCORD | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 17 | | 28 | 2 | 2 | 4 | 1 | 1 | 1 | 35 |
| TOTAL | 4.5 | 8 | 8 | 8.5 | 8.5 | 9 | 10 | 82 | | 138.5 | 14.33 | 13 | 27.33 | 3.5 | 4 | 4 | 177.33 |

TABLE I CONTINUED

| DISTRICT | NON-CERTIFIED STAFF | | | | | | | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. SALARY | CUSTODIAL STAFF | CLERICAL STAFF | FOOD SERVICE | BUS DRIVERS | TRANS. SUPPORT PERSONNEL | AIDES | TOTAL | NUMBER ROUTES | MILES 1-WAY | NUMBER BUSES USED | PUBLIC BUSES OWNED | PRIVATE BUSES OWNED | GARAGE OWNED | GARAGE RENTED | BUSES IN GARAGE | LATE BUS SERVICE |
| CLAREMONT | NO. | 2 | 2 | 3 | 4 | | 2 | 13 | 4 | 80 | 4 | X | | | | 6 | Yes |
| | SALARY | 16,000 | 7,600 | 6,800 | 13,000 | | 1,575 | 44,975 | | | | | | | | | |
| DODGE CENTER | NO. | 6 | 3 | 14 | 6 | 1 | 6 | 36 | 6 | 132 | 6 | X | | | | 9 | No |
| | SALARY | 38,251 | 23,367 | 18,429 | 21,110 | 5,273 | 15,577 | 122,007 | | | | | | | | | |
| HAYFIELD | NO. | 7 | 4 | 15 | | | 5 | 31 | 17 | 477 | 17 | | X | | | | Yes |
| | SALARY | 61,000 | 19,000 | 27,000 | | | 13,500 | 120,500 | | | | | | | | | |
| KASSON-MANTORVILLE | | | | | | | | | | | | | | | | | |
| WEST CONCORD | NO. | 4.5 | 3 | 3 | 8 | | 4 | 22.5 | 8 | 176 | 8 | X | | X | | | No |
| | SALARY | 39,861 | 19,417 | 35,000 | 26,679 | | 12,584 | 133,541 | | | | | | | | | |
| TOTAL | NO. | 19.5 | 12 | 35 | 18 | 1 | 17 | 102.5 | 35 | 865 | 35 | | | | | | |
| | SALARY | 155,112 | 69,384 | 87,229 | 60,789 | 5,273 | 43,236 | 421,023 | | | | | | | | | |

TABLE I CONTINUED

ECONOMIC

| | EVALUATION BASE | | | | LUNCH PROGRAM | | | EXPENDITURES PER PUPIL UNIT | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT | EARC | BONDED INDEBTEDNESS | ASSESSED VALUE | SCHOOL MILL RATES '77 | ADULT | SECONDARY | ELEMENTARY | PUPIL UNITS 1975-76 | ADMIN. COST | INST. SAL. | OTHER INST. | TRANS. | TOTAL PER PUPIL UNIT COST |
| CLAREMONT | 7,465,815 | 715,000 | 5,154,283 | 57.53 | 1.10 | .60 | .50 | 382 | 97 | 605 | 72 | 61 | 2,771 |
| DODGE CENTER | 11,359,094 | 1,390,000 | 8,639,217 | 63.86 | .85 | .50 | .50 | 891 | 55 | 571 | 76 | 44 | 1,362 |
| HAYFIELD | 24,151,000 | 1,100,000 | 16,447,000 | 48.84 | .85 | .45 | .45 | 1,538 | 30 | 702 | 81 | 103 | 1,250 |
| KASSON-MANTORVILLE | | | | 54.42 | | | | 1,404 | 27 | 633 | 96 | 51 | 1,170 |
| WEST CONCORD | 12,455,413 | 435,000 | 8,631,035 | 58.07 | .85 | .60 | .60 | 641 | 77 | 666 | 101 | 77 | 1,382 |
| AVERAGE (MEAN) | 13,857,831 | 910,000 | 9,717,884 | 56.54 | .91 | .54 | .51 | 971 | 57 | 635 | 85 | 67 | 1,587 |

TABLE I CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CLAREMONT | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,200 | 13,250 | 11 | | | | | B.A. | | 4 | 2 | 1 | 1 | 2 | | 2 | 1 | | 1 | 5 | | | | |
| | 9,500 | 13,550 | 11 | | | | | B.A. + 15 | | | | | | | | | | | | 2 | | | | |
| | 9,800 | 13,850 | 11 | | | | | B.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,200 | 14,250 | 11 | | M.A. | | 1 | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 5 | 2 | 1 | 1 | 2 | | 2 | 1 | | 1 | 7 | | | | |

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TOTAL COST 1976-1977 SALARY SCHEDULE - $249,150

AVERAGE SALARY PAID 1976-1977 - 11,325

TABLE I CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIMUM | BACHELOR DEGREE MAXIMUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIMUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DODGE CENTER | | | | | | | 14,833 | Non-Degree | | | | | | | | | | 1 | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,150 | 13,470 | 12 | | | | | B.A. | | | 5 | 4 | 2 | 1 | 2 | 4 | | 2 | 1 | | 4 | | | |
| | 9,390 | 13,710 | 12 | | | | | B.A. + 15 | | | | | 1 | 2 | | 1 | 1 | 1 | 1 | 1 | 1 | | | |
| | 9,630 | 13,950 | 12 | | | | | B.A. + 30 | | | | | 1 | | | 1 | | 1 | | | 1 | | | |
| | 9,870 | 14,190 | 12 | | | | | B.A. + 45 | | | | | | | | | 1 | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,110 | 14,430 | | | M.A. | | | | | | | | | | | | | 2 | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | | 5 | 4 | 4 | 3 | 2 | 6 | 2 | 5 | 2 | 1 | 8 | | | |

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TOTAL COST 1976-1977 SALARY SCHEDULE - $486,663

AVERAGE SALARY PAID 1976-1977 - 11,587.21

TABLE I CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| HAVEFIELD | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,000 | 14,200 | 13 | | | | | B.A. | | 3.25 | 1 | | 2.04 | 2.50 | 1 | 1.13 | | 1 | 2 | | 4 | 13 | | |
| | 9,250 | 14,450 | 13 | | | | | B.A. + 15 | | | | | | 4.21 | 1.58 | 1 | 1 | 1 | 2.50 | | 3 | 3.50 | | |
| | 9,500 | 14,700 | 13 | | | | | B.A. + 30 | | | | | | | | | 1 | | | 2 | | 3 | | |
| | 9,750 | 14,950 | 13 | | | | | B.A. + 45 | | | | | | | | | | 1.25 | | | | 1.13 | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,000 | 16,278 | 14 | | M.A. | | | | | | | | | | | | 2 | | 2 | 4.08 | |
| | | | | 10,200 | 16,478 | 14 | | M.A. + 15 | | | | | | | | | | | | | | | 3.33 | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 3.25 | 1 | | 2.04 | 6.71 | 2.58 | 2.13 | 2 | 3.25 | 4.50 | 4 | 7 | 22.63 | 7.41 | |



TOTAL COST 1976-1977 SALARY SCHEDULE - $909,389

AVERAGE SALARY PAID 1976-1977 - 13,180

## TABLE I CONTINUED

## SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KASSON-MANTORVILLE | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,050 | 14,370* | | | | | | B.A. | | 2.5 | 8.5 | 1.5 | 2 | 1 | 6 | 1 | 2 | 1 | 2 | 5 | 2 | 2.5 | 10 | |
| | 9,270 | 14,590* | | | | | | B.A. + 15 | | | 1 | | 1 | | 2 | 2 | 2 | | | | 1 | | 2 | |
| | 9,490 | 14,810 | | | | | | B.A. + 30 | | | | | | | | | | | | | | | 1 | |
| | 9,710 | 15,030 | | | | | | B.A. + 45 | | | | | | | | 2 | | | | | | | 1 | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,930 | 16,010* | | | M.A. | | | 1 | 1 | | | | 1 | | 2.5 | | 1 | | 1 | 1.5 | 7 |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 2.5 | 10.5 | 2.5 | 3 | 1 | 8 | 6 | 4 | 3.5 | 2 | 1.5 | 3 | 3.5 | 15.5 | 7 |

TOTAL COST 1976-1977 SALARY SCHEDULE - $909,435

AVERAGE SALARY PAID 1976-1977 - 12,373

*Longevity Inc. of $380 for those at top in '74-'75

TABLE I CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | 10,795 | Non-Degree | | | | | | | | | | | | | 1 | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 8.795 | 16.042 | 12 | | | | | B.A. | | 4 | 4.50 | | 1 | 1 | | 1 | 1 | 1 | | 1 | 6.50 | | | |
| | 9,095 | 14,375 | 12 | | | | | B.A. + 15 | | | | | 1 | 1 | | 1 | | | | 2 | 2 | | | |
| | 9.395 | 10.568 | 12 | | | | | B.A. + 30 | | | | | | | | 1 | 1 | | | | 1.71 | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9.695 | 15.215 | 3 | | M.A. | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 4 | 4.50 | | 2 | 2 | | 3 | 2 | 1 | | 3 | 11.21 | | | |

WEST CONCORD

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TOTAL COST 1976-1977 SALARY SCHEDULE - $379,668

AVERAGE SALARY PAID 1976-1977 - 11,972



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TABLE I CONTINUED

SALARY/STAFF COMPARISONS

| DODGE | SALARIES | | | | NUMBER OF STAFF AT | | | | | NUMBER OF STEPS AT | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MIN. | MAX. | AVE. SALARY | TOTAL COST 1976-77 SALARY SCHEDULE | NON-DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 |
| CLAREMONT | 9,200 | 14,250 | 11,325 | 249,150 | | 19 | 2 | 1 | | 8 | 5 | 9 | |
| DODGE CENTER | 9,150 | 14,430 | 11,587.21 | 486,663 | 1 | 25 | 14 | 2 | | 10 | 15 | 9 | 8 |
| HAYFIELD | 9,000 | 16,478 | 13,180 | 909,389 | | 30.92 | 26.17 | 8.08 | 3.33 | 4.25 | 13.46 | 13.75 | 37.04 |
| KASSON-MANTORVILLE | 9,050 | 16,010 | 12,373 | 909,435 | | 42.5 | 15 | 16 | | 15.5 | 18 | 11 | 29 |
| WEST CONCORD | 8,795 | 15,215 | 11,972 | 379,668 | 1 | 21 | 10.71 | | | 9.50 | 7 | 6 | 10.21 |
| TOTALS | | | | 2,934,305 | 2 | 138.42 | 67.88 | 27.08 | 3.33 | 47.25 | 58.46 | 48.75 | 84.25 |
| PERCENTAGES | | | | | 01% | 58% | 29% | 11% | 01% | 20% | 25% | 20% | 35% |

## TABLE I CONTINUED

### ADMINISTRATION

| DISTRICT | NO. SALARY | SUPT. | ASST. SUPT. | H.S. PRIN. | MIDDLE JR. HS PRIN. | ELEM. PRIN. | ASST. PRIN. | BUS. MGR. | VOC. DIR. | OTHER | TOTAL NO./SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| CLAREMONT | NO. | 1 | | 1 | | Part-time | | | | | 2 - 1 P.T. |
| | SALARY | 23,000 | | 18,300 | | | | | | | 41,300 |
| DODGE CENTER | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 26,150 | | 19,250 | | 18,000 | | | | | 63,400 |
| HAYFIELD | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 29,100 | | 23,200 | | 20,100 | | | | | 72,400 |
| KASSON-MANTORVILLE | | | | | | | | | | | |
| WEST CONCORD | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 25,050 | | 19,280 | | 18,700 | | | | | 63,030 |
| TOTALS | NO. | 4 | | 4 | | 3 | | | | | 11.5 |
| | SALARY | 103,300 | | 80,030 | | 56,800 | | | | | 240,130 |

TABLE I CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. / SALARY | DIRECTOR | | FOOTBALL | | BASKETBALL | | TRACK | | WRESTLING | | HOCKEY | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| CLAREMONT | NO. | | | 3 | | 3 | 2 | | 1 | | | | |
| | SALARY | | | 2,201 | | 2,201 | 1,415 | | 681 | | | | |
| DODGE CENTER | NO. | 1 | | 5 | | 4 | 3 | 1 | 1 | 2 | | | |
| | SALARY | 1,050 | | 3,450 | | 2,500 | 2,225 | 650 | 400 | 1,975 | | | |
| HAYFIELD | NO. | 1 | | 7 | | 4 | 4 | 2.5 | 2.5 | 4 | | | |
| | SALARY | 1,525 | | 4,347 | | 2,759 | 2,759 | 1,207 | 1,207 | 2,758 | | | |
| KASSON-MANTORVILLE | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| WEST CONCORD | NO. | | | 2 | | 2 | 2 | 2 | 2 | | | | |
| | SALARY | | | 1,858 | | 1,858 | 1,548 | 1,438 | 1,438 | | | | |
| TOTALS | NO. | 2 | | 17 | | 13 | 11 | 5.5 | 6.5 | 6 | | | |
| | SALARY | 2,575 | | 11,856 | | 9,318 | 7,947 | 3,295 | 3,726 | 4,733 | | | |

TABLE I CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. / SALARY | GYMNASTICS M | GYMNASTICS W | SWIMMING M | SWIMMING W | VOLLEYBALL M | VOLLEYBALL W | ONE-ACT M | ONE-ACT W | DEBATE M | DEBATE W | CHEERLEADING M | CHEERLEADING W |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CLAREMONT | NO. | | | | | | 1 | | | | | | 1 |
| | SALARY | | | | | | 772 | | | | | | 136 |
| DODGE CENTER | NO. | | | | | | 3 | | 1 | | 1 | | 1 |
| | SALARY | | | | | | 2,225 | | 100 | | 275 | | 375 |
| HAYFIELD | NO. | | 1 | | | | 2 | 1 | | | | | 1 |
| | SALARY | | 464 | | | | 1,600 | 207 | | | | | 220 |
| KASSON - MANTORVILLE | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| WEST CONCORD | NO. | | | | | | 2 | | | 1 | 1 | | 1 |
| | SALARY | | | | | | 1,548 | | | 239 | 329 | | 274 |
| TOTALS | NO. | | 1 | | | | 8 | 1 | 1 | 1 | 2 | | 4 |
| | SALARY | | 464 | | | | 6,145 | 207 | 100 | 239 | 604 | | 1,005 |

TABLE I CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | CROSS COUNTRY | | DRILL TEAM | | MODERN DANCE | | GOLF | | PLAY-2 | | INTRAMURAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| CLAREMONT | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| DODGE CENTER | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| HAYFIELD | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| KASSON-MANTORVILLE | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| WEST CONCORD | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |

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## TABLE I CONTINUED

## EXTRA DUTY PERSONNEL

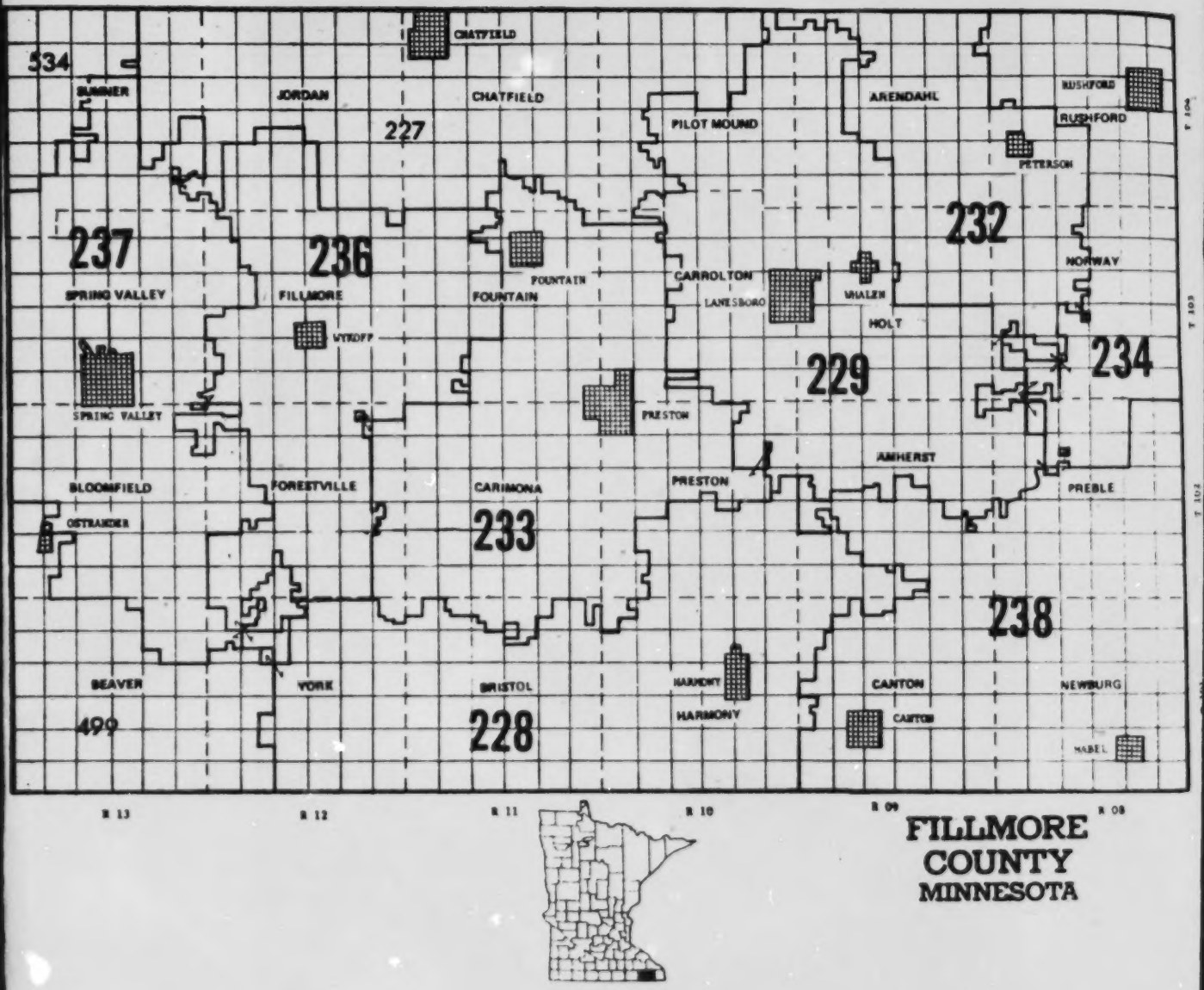
| DISTRICT | NO. SALARY | BASEBALL | | 3-ACT | | BAND | | TENNIS | | TOTALS | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W |
| CLAREMONT | NO. | 2 | | | | | | | | 8 | 5 |
| | SALARY | 1,144 | | | | | | | | 5,546 | 3,004 |
| DODGE CENTER | NO. | 2 | | | | | | | | 15 | 10 |
| | SALARY | 975 | | | | | | | | 10,600 | 5,600 |
| HAYFIELD | NO. | 4 | | | | | | | | 23.5 | 10.5 |
| | SALARY | 2,071 | | | | | | | | 14,874 | 6,250 |
| KASSON-MANTORVILLE | NO. | | | | | | | | | | |
| | SALARY | | | | | | | | | | |
| WEST CONCORD | NO. | | | | | | | | | 7 | 8 |
| | SALARY | | | | | | | | | 5,393 | 5,137 |
| TOTALS | NO. | 8 | | | | | | | | 53.5 | 33.5 |
| | SALARY | 4,190 | | | | | | | | 36,413 | 19,991 |

TABLE I CONTINUED

| | NEGOTIATIONS | | | | | | NUMBER OF SECONDARY TEACHERS PER SUBJECT | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TEACHERS | | PRIN./ SUPT. | | NON-CERTIF. | | | | | | | | | | | | | | | |
| DISTRICT | MEA | AFT | YES | NO | YES | NO | MATH | ENG. | SOC. STUD. | SCIEN. | HLTH | PHY. ED. | ART | MUSIC | BUS. OFFICE | HOME EC. | FOR. LANG. | AGR. | IND. ARTS | OTHER | TOTAL |
| CLAREMONT | X | | | X | | X | 1 | 2 | 1.5 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | | | | | 13.5 |
| DODGE CENTER | X | | | X | | X | 3 | 3 | 3 | 3 | 2 | → | | 2 | 2 | 1 | | | 2 | | 21 |
| HAYFIELD | X | | | X | | X | 4 | 5 | 4.5 | 4 | .5 | 3 | 1 | 4 | 2 | 1.5 | 1 | 2 | 2+ | | 34.5 |
| KASSON-MANTORVILLE | | | | | | | | | | | | | | | | | | | | | |
| WEST CONCORD | X | | | X | | X | 2 | 2.5 | 2.5 | 2 | 2 | 2 | | 1.5 | 1 | 1 | | 1 | 1 | 1 EMR | 19.5 |
| TOTALS | | | | | | | 10 | 12.5 | 11.5 | 10 | 5.5 | 8 | 2 | 8.5 | 6 | 4.5 | 1 | 3 | 5 | 1 EMR | 88.5 |

TABLE I CONTINUED

| DISTRICT | COMMUNITY SERVICES | | | SPECIAL EDUCATION | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NONE | PART-TIME | FULL TIME | TEACHER / STUDENT | EMR | TMR | SLBP | SPEECH | HEARING | TOTAL |
| CLAREMONT | X | | | TEACHERS | 1 | | .5 | 1 | | 2.5 |
| | | | | STUDENTS | 5 | | 7 | 45 | | 57 |
| DODGE CENTER | | X | | TEACHERS | | | | | | 11 |
| | | | | STUDENTS | 4 | 7 | 14 | 14 | 39 | 78 |
| HAYFIELD | | | | TEACHERS | 1 | 1 | 3 | 1 | | 6 |
| | | | | STUDENTS | 14 | 6 | 45 | 40 | | 105 |
| KASSON-MANTORVILLE | | | | | | | | | | |
| WEST CONCORD | | X | | TEACHERS | 1 | 1 | 1 | .5 | | 3.5 |
| | | | | STUDENTS | 5 | 4 | 15 | 12 | | 36 |
| TOTALS | | | | TEACHERS | 3 | 2 | 4.5 | 2.5 | | 12 |
| | | | | STUDENTS | 28 | 17 | 81 | 111 | 39 | 276 |




# FILLMORE COUNTY MINNESOTA

## FILLMORE COUNTY

Fillmore County encompasses 816.5 square miles and has 8 school districts serving its students. Of those 8 school districts, Rushford extends into Houston and Winona Counties. Peterson extends into Winona County and Mabel-Canton extends into Houston County.

The 8 school districts have 21 school buildings ranging in construction date from 1901 to 1975.

Present enrollment in Fillmore County schools is 2,206 students in K-6 and 2,431 in 7-12, making a total of 4,637 students attending school.

Based on the present census data, there are 1,037 one through four-year-olds in this county. Using the existing data, and not taking into account migration, emigration, and any other changes that might occur, the projected enrollments for K-12 in the fall of 1977 would be 4,530 students. Fall of 1978 would enroll 4,350 students; 1979, 4,187 students, and 1980 would enroll 4,013 students. Using only the available information, enrollments appear to be declining.

Certified staff for Fillmore County schools includes: 1) classroom teachers which are those in direct instructional setting with students 2) other teachers which include those not in direct instructional setting or in administration, like librarians, counselor, psychologists, etc, and 3) administrators. The total number of classroom teachers is 95.5 in K-6 and 145.5 in 7-12. This gives a total of 241 classroom teachers. The counselors, librarians, etc. called other instructional teachers total 68. Administrators total 23.5 in Fillmore County.

Given the following data, existing student/teacher ratios are calculated. The present student to classroom teacher ratio in K-6 would be 23.1 and 16.7 in 7-12.

In addition to the certified, non-certified is also a part of the school district. Non-certified staff include: custodians, clerical personnel, food service personnel, bus drivers, aides, and others, totaling 195 and costing the districts in this county about $864,722.34.

Transportation of students to and from school is a necessary part of any district. Transportation of these 4,637 students in Fillmore County includes: 73 bus routes, 73 buses, and approximately 2,509 miles traveled one-way or 5,018 miles traveled each day. Seven of the 8 districts own garages. Only 3 of the 8 run late bus service. These are Harmony, Peterson and Preston.

This report includes the following economic data: evaluation base, cost of the lunch program, expenditures per pupil unit, faculty salaries, administrative salaries, extra duty personnel costs, and others. The following averages (mean) for the Fillmore County school district includes $9,523,905 EARC dollar value, $531,875 bonded indebtedness, and $5,375,839 assessed evaluations.

Table 2 provides comparisons of per pupil unit. (Based on 1975-76 data.) The averages (mean) for the Fillmore County schools are: administrative cost of $63, instructional salaries of $696.4, other instructional disbursements of $98.1, transportation disbursements of $85.8 and an average per pupil unit cost of $1,554.1.

Salary comparisons were based on the Minnesota School Board Association (MSBA) data. All schools have not reported this data to the MSBA at the time of this printing. The available data indicated that the lowest average salary was $8,478 and the highest average salary was $12,280 in the Fillmore County schools. The total cost for certified personnel in Fillmore County for 1976-77 was $2,975,245.

Comparing the staff at the Bachelor of Arts (BA) degree level and the Master of Arts (MA) degree level, the major part of the staff in Fillmore County is at BA and BA+ levels. About 84% of the people are located at this point. Most of the certified staff have teaching experience from steps 4 to 11. This represents about 56%.

In addition to comparing faculty salaries, comparisons can also be made with the administrative staff. The number of administrators ranges from 2 to 4. This costs these districts from $20,214 to $78,362. The total administrative staff for the Fillmore County schools is 23 with a total salary of $444,726.

Extra duty positions number 154 and cost the Fillmore County schools $87,082.50. The number of extra duty positions range from 11 to 27 and cost from $4,650 to $16,619.

The total number of secondary teachers for Fillmore County schools is 170.04. Foreign Language has the least number with 4 instructors and English the highest with 22.5 instructors.

Four of the districts have no director for community services and four of them have a part-time director. Various types of programs are included in these services.

There are a total of 410 students in special education. These include: Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR), Special Learning Behavior Problems (SLBP), speech and hearing. There are 24.83 teachers for these students. SLBP and speech encompass the largest number of teachers and students.

The information for Fillmore County schools summarized in this narrative can be examined in more detail in the following table.

TABLE 2

| FILLMORE COUNTY | SIZE | | SCHOOL BUILDINGS | | ENROLLMENT & PROJECTIONS | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | PRESENT | | | | | | | | | | | | | | PROJECTED | | | | |
| DISTRICT | SQUARE MILES | EXTENSION | NUMBER | CONSTRUC-TION DATE | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL | 1 YR OLDS | 2 YR OLDS | 3 YR OLDS | 4 YR OLDS | TOTAL |
| HARMONY | 130 | | 2 | 1936-68 | 33 | 34 | 29 | 44 | 36 | 41 | 45 | 48 | 48 | 48 | 58 | 62 | 50 | 576 | 38 | 42 | 27 | 31 | 138 |
| LANESBORO | 102 | | 2 | ? - 1959 | 22 | 35 | 31 | 26 | 27 | 37 | 32 | 45 | 33 | 30 | 38 | 33 | 32 | 421 | 26 | 39 | 24 | 31 | 120 |
| MABEL-CANTON | 130 | Houston 10 | 5 | 1904-1956 | 42 | 38 | 50 | 36 | 44 | 37 | 50 | 52 | 66 | 73 | 60 | 59 | 52 | 659 | 33 | 36 | 31 | 31 | 131 |
| PETERSON | 62.5 | Winona 5.5 | 2 | 1901-1959 | 21 | 14 | 20 | 20 | 9 | 14 | 21 | 18 | 23 | 14 | 23 | 15 | 16 | 228 | 18 | 9 | 13 | 17 | 57 |
| PRESTON | 97 | | 2 | 1922-1959 | 58 | 40 | 40 | 39 | 45 | 49 | 51 | 49 | 52 | 64 | 62 | 64 | 54 | 667 | 39 | 32 | 45 | 42 | 158 |
| RUSHFORD | 125 | Houston 25<br>Winona 40 | 1 | 1903-1972 | 52 | 52 | 39 | 49 | 45 | 40 | 47 | 49 | 51 | 63 | 63 | 64 | 55 | 669 | 32 | 40 | 38 | 41 | 151 |
| SPRING VALLEY | 100 | | 3 | 1954-1964 | 62 | 78 | 74 | 59 | 99 | 65 | 79 | 87 | 92 | 93 | 81 | 93 | 84 | 1,046 | 47 | 46 | 51 | 54 | 198 |
| WYKOFF | 70 | | 4 | 1920-1975 | 19 | 18 | 16 | 28 | 23 | 19 | 33 | 19 | 38 | 43 | 43 | 38 | 34 | 371 | 21 | 21 | 19 | 23 | 84 |
| TOTAL | 816.5 | | 21 | | 309 | 309 | 299 | 301 | 328 | 302 | 358 | 367 | 403 | 428 | 428 | 428 | 377 | 4,637 | 254 | 265 | 248 | 270 | 1,037 |

TABLE 2 CONTINUED

CERTIFIED STAFF

| | CLASSROOM | | | | | | | | | | OTHER | | | ADMINISTRATION | | | TOTAL CERTIFIED STAFF |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT | K | 1 | 2 | 3 | 4 | 5 | 6 | 7-12 | K-12 | TOTAL | 1 - 6 | 7 - 12 | TOTAL | 1 - 6 | 7 - 12 | K - 12 | |
| HARMONY | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 18 | | 31 | 4 | 4 | 8 | 1 | 1 | 1 | 42 |
| LANESBORO | 1 | 1.5 | 1.5 | 1 | 1 | 1.5 | 1.5 | 13 | | 22 | 5.5 | 4.5 | 10 | 1 | 1 | 1 | 35 |
| MABEL-CANTON | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 19 | | 32 | 4 | 4 | 8 | 1 | 1 | 1 | 43 |
| PETERSON | 1 | 1 | | 1 | 1 | | 1 | 10 | | 15 | 3 | 1 | 4 | | 1 | 1 | 21 |
| PRESTON | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 19 | | 32 | 2 | 3 | 5 | 1 | 1 | 1 | 40 |
| RUSHFORD | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 26 | | 39 | 3.5 | 4.5 | 8 | 1.5 | 1.5 | 1 | 51 |
| SPRING VALLEY | 1.5 | 4 | 3 | 3 | 4 | 3 | 3 | 24.5 | | 46 | 13 | 8 | 21 | 1 | 1 | 1 | 70 |
| WYKOFF | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 16 | | 24 | 2 | 2 | 4 | .5 | 1 | 1 | 30.5 |
| TOTAL | 8.5 | 15.5 | 13.5 | 14 | 15 | 13.5 | 15.5 | 145.5 | | 241 | 37 | 31 | 68 | 7.0 | 8.5 | 8 | 332.5 |

TABLE 2 CONTINUED

| DISTRICT | NON-CERTIFIED STAFF | | | | | | | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. SALARY | CUSTODIAL STAFF | CLERICAL STAFF | FOOD SERVICE | BUS DRIVERS | TRANS. SUPPORT PERSONNEL | AIDES | TOTAL | NUMBER ROUTES | MILES 1-WAY | NUMBER BUSES USED | PUBLIC BUSES OWNED | PRIVATE BUSES OWNED | GARAGE OWNED | GARAGE RENTED | BUSES IN GARAGE | LATE BUS SERVICE |
| HARMONY | NO. | 3 | 5 | 6 | 10 | 1 | 3 | 28 | | | | | | | | | |
| | SALARY | 25,376 | 19,835.94 | 15,174 | 29,804.40 | 10,920 | 9,596.87 | 110,707.21 | 11 | 725 | 10 | X | | | | 12 | Yes |
| LANESBORO | NO. | 5 | 3 | 4 | 6 | 1 | 6.5 | 25.5 | | | | | | | | | |
| | SALARY | 40,020 | 18,913.75 | 10,660.78 | 13,453.20 | 10,510.40 | 24,619 | 118,177.13 | 7 | 221 | 7 | X | | | | | No |
| MABEL-CANTON | NO. | 5 | 4 | 4 | 8 | | | 21 | | | | | | | | | |
| | SALARY | 37,566 | 22,648 | 12,983 | 31,198 | | | 104,395.00 | 8 | 303 | 8 | X | | | | | No |
| PETERSON | NO. | 2 | 1 | 4 | 5 | | 2 | 14 | | | | | | | | | |
| | SALARY | 16,450 | 8,000 | 8,552 | 11,660 | | 1,512 | 46,174.00 | 5 | 150 | 5 | X | | X | | 4 | Yes |
| PRESTON | NO. | 4 | 4 | 5 | 9 | 1 | 3 | 26 | | | | | | | | | |
| | SALARY | 32,040 | 9,252 | 12,318 | 20,520 | 10,800 | 3,780 | 88,710 | 12 | 514 | 12 | X | | X | | | Yes |
| RUSHFORD | NO. | 5 | 4 | 5 | 8 | | 3 | 25 | | | | | | | | | |
| | SALARY | 52,279 | 19,401 | 16,875 | 21,970 | | 11,209 | 121,734.00 | 13 | 381 | 13 | X | | X | | 10 | No |
| SPRING VALLEY | NO. | 6 | 6 | 10 | 9 | 1 | 5 | 37 | | | | | | | | | |
| | SALARY | 57,019 | 37,000 | 31,000 | 33,038 | 10,010 | 20,558 | 188,625.00 | 9 | 125 | 9 | X | | X | | 7 | No |
| WYKOFF | NO. | 3.5 | 2.5 | 2.5 | 9 | | 1 | 18.5 | | | | | | | | | |
| | SALARY | 30,000 | 13,000 | 10,200 | 33,000 | | ------ | 86,200 | 8 | 225 | 9 | X | | X | | 10 | No |
| TOTAL | NO. | 33.5 | 29.5 | 40.5 | 64 | 4 | 23. | 195.0 | | | | | | | | | |
| | SALARY | 290,750 | 148,050.69 | 117,762.78 | 194,643.60 | 42,240.40 | 71,274.37 | 864,722.34 | 73 | 2,509 | 73 | | | | | | |

TABLE 2 CONTINUED

ECONOMIC

| | EVALUATION BASE | | | | LUNCH PROGRAM | | | EXPENDITURES PER PUPIL UNIT | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT | EARC | BONDED INDEBTEDNESS | ASSESSED VALUE | SCHOOL MILL RATES '77 | ADULT | SECONDARY | ELEMENTARY | PUPIL UNITS 1975-76 | ADMIN. COST | INST. SAL. | OTHER INST. | TRANS. | TOTAL PER PUPIL UNIT COST |
| HARMONY | 11,868,214 | 905,000 | 8,248,286 | 48.92 | 1.00 | .55 | .55 | 722 | 68 | 637 | 85 | 92 | 1,455 |
| LANESBORO | 6,157,040 | 290,000 | 5,410,365 | 61.61 | .85 | .45 | .45 | 548 | 68 | 791 | 175 | 105 | 1,760 |
| MABEL-CANTON | 11,304,059 | 100,000 | 7,709,066 | 47.63 | .85 | .35 | .35 | 815 | 28 | 590 | 55 | 94 | 1,085 |
| PETERSON | 4,015,307 | 120,000 | 1,214,857 | 81.27 | .85 | .45 | .45 | 265 | 104 | 821 | 103 | 98 | 1,830 |
| PRESTON | 10,113,715 | 465,000 | 8,004,992 | 55.33 | .90 | .45 | .40 | 783 | 72 | 617 | 67 | 76 | 1,437 |
| RUSHFORD | 10,646,098 | 1,025,000 | 7,204,445 | 52.86 | .85 | .35 | .35 | 823 | 45 | 726 | 91 | 74 | 1,515 |
| SPRING VALLEY | 15,373,914 | 4,500,000 | 12,089 | 53.22 | .85 | .50 | .45 | 1,228 | 45 | 638 | 95 | 50 | 1,456 |
| WYKOFF | 6,712,900 | 900,000 | 5,202,612 | 66.38 | .85 | .40 | .35 | 466 | 74 | 751 | 114 | 97 | 1,895 |
| AVERAGE (MEAN) | 9,523,905 | 531,875 | 5,375,839 | 58.4 | .88 | .44 | .42 | 706 | 63 | 696 | 98 | 86 | 1,554 |

TABLE 2 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| HARMONY | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,105 | 12,505 | 10 | | | | | B.A. | | 2.33 | 1 | 4 | 3 | 5 | 2 | | | | 8.5 | | | | | |
| | 9,405 | 13,145 | 11 | | | | | B.A. + 15 | | | | | 2 | 1 | 1 | | | | | 2 | | | | |
| | 9,705 | 13,445 | 11 | | | | | B.A. + 30 | | .72 | | | | | | | | | 1 | 1 | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,066 | 14,506 | 12 | | M.A | | | | | | | | 1 | | | 1 | | 3 | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 3.05 | 1 | 4 | 5 | 6 | 3 | 1 | | | 10.5 | 3 | 3 | | | |

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**TOTAL COST 1976-1977 SALARY SCHEDULE** - $451,273

**AVERAGE SALARY PAID 1976-1977** - 11,709

TABLE 2 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | MAXIUM | STEP | MASTERS DEGREE MINIMUM | MAXIUM | STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| LANESBORO | [illegible] | 13,080 | 12 | | | | | B.A. | | 1 | 1 | 1 | 2 | 4 | | | 1 | 1 | 4 | | 3 | | | |
| | 9,340 | 13,540 | 12 | | | | | B.A. + 15 | | | | 1 | | | 1 | 1 | 1 | 1 | | | 4 | | | |
| | 9,680 | 14,000 | 12 | | | | | B.A. + 30 | | | | | | 1 | | | 1 | | | 1 | 2 | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,020 | 14,700 | 13 | | M.A. | | | | | | | | | | | | | | | | |
| | | | | 10,360 | 15,040 | 13 | | M.A. + 15 | | | | | | | | | | | 1 | | | 1 | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 1 | 1 | 2 | 2 | 5 | 1 | 1 | 3 | 2 | 5 | 1 | 9 | 1 | | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $403,640

AVERAGE SALARY PAID 1976-1977 - 11,872

TABLE 2 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE | FACULTY SALARIES | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MINIUM | MAXIUM | STEP | MINIMUM | MAXIUM | STEP | SALARIES | DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,000 | 13,200 | 12 | | | | | B.A. | 4 | 1 | 2 | 2 | 3 | | | 1 | | | 1 | | | 6 | | |
| | 9,100 | 13,300 | 12 | | | | | B.A. + 15 | | | | | 1 | 1 | | 1 | | | | | | 3 | | |
| | 9,200 | 13,400 | 12 | | | | | B.A. + 30 | | | | | | 2 | 1 | | | 1 | | | | 3 | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,500 | 15,010 | 13 | | M.A. | | | | | | | | | | | 1 | | | 1 | | |
| | | | | 9,600 | 15,110 | 13 | | M.A. + 15 | | | | | | | | 1 | | | | | | 2 | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | 4 | 1 | 2 | 2 | 4 | 3 | 1 | 3 | | 1 | 2 | | | 15 | | |

MABEL-CANTON

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TOTAL COST 1976-1977 SALARY SCHEDULE -

AVERAGE SALARY PAID 1976-1977 - $10,448

TABLE 2 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PETERSON | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 8,950 | 12,550 | 12 | | | | | B.A. | | 1 | 1 | 3 | | | | 2 | | | | | | | | |
| | 9,250 | 12,850 | 12 | | | | | B.A. + 15 | | | | | | | | 1 | | | | 2 | 1 | | | |
| | 9,550 | 13,150 | 12 | | | | | B.A. + 30 | | | | | | | | 1 | | | | | | | | |
| | 9,850 | 13,450 | 12 | | | | | B.A. + 45 | | | | | | | | | | 1 | | | 1 | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,150 | 13,750 | 12 | | M.A. | | | | | | | | | | | | | 1 | | | |
| | | | | 10,450 | 14,050 | 12 | | M.A. + 15 | | | | | | | | | | 1 | | | 2 | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 1 | 1 | 3 | | | | 4 | | 2 | | 2 | 5 | | | |

-40-

TOTAL COST 1976-1977 SALARY SCHEDULE - $152,600

AVERAGE SALARY PAID 1976-1977 - 8,478



65

TABLE 2 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIMUM | BACHELOR DEGREE MAXIMUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIMUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES: DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PRESTON-FOUNTAIN | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,150 | 13,469 | 11 | | | | | B.A. | | 5 | 2 | 2 | | 1 | 1 | 1 | 2 | | 2 | 9 | | | | |
| | | | | | | | | B.A. + 15 | | | | | | | | | | | | | | | | |
| | 9,516 | 14,411 | 12 | | | | | B.A. + 30 | | | | | | | 1 | | | | | | 2 | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,882 | 15,518 | 13 | | M.A. | | | 1 | | | | | | | 2 | 1 | 1 | | 4 | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 10,248 | 16,003 | 13 | | M.A. + 30 | | | | | | | | | | | | | | 1 | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 5 | 3 | 2 | | 1 | 2 | 1 | 2 | 2 | 3 | 10 | 2 | 5 | | |

-41-

TOTAL COST 1976-1977 SALARY SCHEDULE - $466,387

AVERAGE SALARY PAID 1976-1977 - 12,273

TABLE 2 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | MAXIUM | STEP | MASTERS DEGREE MINIMUM | MAXIUM | STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| RUSHFORD | 8,980 | 13,285 | 10 | | | | | B.A. | | 2 | 3 | 3 | 4 | 2 | 1 | 1 | | | 5 | | | | | |
| | 9,255 | 13,850 | 11 | | | | | B.A. + 15 | | 1 | | | | 1 | | | | | | 7 | | | | |
| | 9,530 | 14,450 | 12 | | | | | B.A. + 30 | | | | | | | 3 | | | 1 | | | 1 | | | |
| | 9,805 | 15,135 | 13 | | | | | B.A. + 45 | | | | | | 1 | 1 | 1 | | 1 | | | | 1 | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,080 | 15,820 | 14 | | M.A. | | | | | | | | | 1 | 1 | | | | | 1 | |
| | | | | 10,355 | 16,095 | 14 | | M.A. + 15 | | | | | | | | 1 | | | | | | | 2 | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 1 | 3 | 5 | 7 | 1 | 1 | 3 | |

-42-

TOTAL COST 1976-1977 SALARY SCHEDULE - $555,905

AVERAGE SALARY PAID 1976-1977 - 12,084

TABLE 2 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| SPRING VALLEY | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 8,900 | 13,528 | 12 | | | | | B.A. | | 2 | 1 | 2 | 1 | 1 | 1 | 2 | | | | | 1 | | | |
| | 9,123 | 13,742 | 12 | | | | | B.A. + 15 | | | | | | 1 | 2 | | | 1 | 1 | 1 | 10 | | | |
| | 9,345 | 13,964 | 12 | | | | | B.A. + 30 | | | | | | | | 1 | 1 | | | | 4 | | | |
| | 9,568 | 14,187 | 12 | | | | | B.A. + 45 | | | | | | 1 | 1 | | 1 | | 1 | | 1 | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,790 | 15,237 | 12 | | M.A. | | | 1 | | | | 1 | | 2 | 1 | | 1 | 6 | | | |
| | | | | 10,013 | 15,459 | 12 | | M.A. + 15 | | | | | | 1 | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 10,235 | 15,682 | 12 | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 2 | 2 | 2 | 1 | 8 | 11 | 3 | 4 | 2 | 2 | 2 | 25 | | | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $785,900

AVERAGE SALARY PAID 1976-1977 - 12,280

TABLE 2 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE | FACULTY SALARIES | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MINIUM | MAXIUM | STEP | MINIMUM | MAXIUM | STEP | SALARIES | DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | | |
| | 9,000 | 13,080 | 12 | | | | | B.A. | | 1 | | 3 | 2 | 1 | 1 | | 3 | 1 | | | 2 | | | |
| | 9,250 | 13,330 | 12 | | | | | B.A. + 15 | | | | 1 | | | 1 | 1 | | 1 | 1 | | 4 | | | |
| | 9,500 | 13,700 | 12 | | | | | B.A. + 30 | | | | | | | 1 | 1 | | | | | 1 | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | | |
| | | | | 9,750 | 14,070 | 12 | | M.A. | | | | | | | | | | | 1 | | 1 | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 1 | | 4 | 2 | 1 | 3 | 2 | 3 | 2 | 2 | | 8 | | | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $312,140

AVERAGE SALARY PAID 1976-1977 - 11,148

## TABLE 2 CONTINUED

## SALARY/STAFF COMPARISONS

| FILLMORE | SALARIES | | | | NUMBER OF STAFF AT | | | | | NUMBER OF STEPS AT | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MIN. | MAX. | AVE. SALARY | TOTAL COST 1976-77 SALARY SCHEDULE | NON-DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 |
| HARMONY | 9,105 | 14,506 | 11,709 | 451,273 | | 25.83 | 8.71 | 5 | | 8.04 | 15 | 13.50 | 3 |
| LANESBORO | 9,000 | 15,040 | 11,872 | 403,640 | | 18 | 14 | | 2 | 4 | 9 | 11 | 10 |
| MABEL-CANTON | 9,000 | 15,110 | 10,448 | | | 20 | 13 | 2 | 3 | 9 | 11 | 3 | 15 |
| PETERSON | 8,950 | 14,050 | 8,478 | 152,600 | | 7 | 7 | 1 | 3 | 5 | 4 | 4 | 5 |
| PRESTON | 9,150 | 16,003 | 12,273 | 466,387 | | 25 | 3 | 9 | 1 | 10 | 4 | 17 | 7 |
| RUSHFORD | 8,980 | 16,095 | 12,084 | 555,905 | | 21 | 19 | 3 | 3 | 9 | 16 | 16 | 5 |
| SPRING VALLEY | 8,900 | 15,682 | 12,280 | 785,900 | | 21 | 29 | 12 | 2 | 6 | 23 | 10 | 25 |
| WYKOFF | 9,000 | 14,070 | 11,148 | 312,140 | | 14 | 12 | 2 | 0 | 5 | 8 | 7 | 8 |
| TOTALS | | | | 2,975,245 | | 151.83 | 105.71 | 34 | 14 | 56.04 | 90 | 81.50 | 78 |
| PERCENTAGE | | | | | | 50% | 34% | 11% | 5% | 18% | 29% | 27% | 26% |

TABLE 2 CONTINUED

ADMINISTRATION

| DISTRICT | NO. SALARY | SUPT. | ASST. SUPT. | H.S. PRIN. | MIDDLE JR. HS PRIN. | ELEM. PRIN. | ASST. PRIN. | BUS. MGR. | VOC. DIR. | OTHER | TOTAL NO./SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| HARMONY | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 23,500 | | 20,150 | | 16,000 | | | | | 59,650 |
| LANESBORO | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 21,500 | | 19,200 | | 15,000 | | | | | 55,700 |
| MABEL-CANTON | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 24,800 | | 18,000 | | 16,500 | | | | | 59,300 |
| PETERSON | NO. | 1 | | | | 1 | | | | | 2 |
| | SALARY | 18,900 | | | | 1,314 | | | | | 20,214 |
| PRESTON | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 26,000 | | 18,500 | | 18,500 | | | | | 63,000 |
| RUSHFORD | NO. | 1 | | 1 | | 1 | | | 1 | | 4 |
| | SALARY | 26,352 | | 18,360 | | 16,500 | | | 17,150 | | 78,362 |
| SPRING VALLEY | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 26,000 | | 23,000 | | 21,000 | | | | | 70,000 |
| WYKOFF | NO. | 1 | | 1 | | | | | | | 2 |
| | SALARY | 21,000 | | 17,500 | | | | | | | 38,500 |
| TOTAL | NO. | 8 | | 7 | | 7 | | | 1 | | 23 |
| | SALARY | 188,052 | | 134,710 | | 104,814 | | | 17,150 | | 444,726 |

TABLE 2 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | DIRECTOR | | FOOTBALL | | BASKETBALL | | TRACK | | WRESTLING | | HOCKEY | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| HARMONY | NO. | 1 | | 5 | | 3 | 2 | 2 | | 2 | | | |
| | SALARY | 950 | | 3,345 | | 1,955 | 660 | 640 | | 1,615 | | | |
| LANESBORO | NO. | 1 | | 3 | | 3 | 2 | 1 | 1 | | | | |
| | SALARY | 1,000 | | 2,350 | | 2,350 | 1,100 | 750 | 550 | | | | |
| MABEL-CANTON | NO. | 3 | | 3 | | 3 | 3 | 1 | 2 | | | | |
| | SALARY | 2,053 | | 2,053 | | 2,053 | 2,053 | 504 | 735 | | | | |
| PETERSON | NO. | 1 | | 2 | | 3 | 1 | 1 | | | | | |
| | SALARY | 300 | | 1,200 | | 1,600 | 350 | 400 | | | | | |
| PRESTON | NO. | 1 | | 3 | | 4 | 2 | 2 | | | | | |
| | SALARY | 654 | | 1,962 | | 2,617 | 1,222 | 952 | | | | | |
| RUSHFORD | NO. | 1 | | 5 | | 4 | 2 | 2 | 2 | 2 | | | |
| | SALARY | 2,250 | | 3,265 | | 2,935 | 800 | 770 | 680 | 1,875 | | | |
| SPRING VALLEY | NO. | 1 | | 5 | | 4 | 3 | 2 | 2 | 3 | | | |
| | SALARY | 996 | | 3,300 | | 2,552 | 2,145 | 1,056 | 1,059 | 2,145 | | | |
| WYKOFF | NO. | 1 | | 2 | | 2 | 2 | 1 | 1 | | | | |
| | SALARY | 1,000 | | 1,650 | | 1,650 | 1,650 | 500 | 500 | | | | |
| TOTALS | NO. | 10 | | 28 | | 26 | 17 | 12 | 8 | 7 | | | |
| | SALARY | 9,203 | | 19,125 | | 17,712 | 9,980 | 5,572 | 3,524 | 5,635 | | | |

TABLE 2 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. / SALARY | GYMNASTICS M | GYMNASTICS W | SWIMMING M | SWIMMING W | VOLLEYBALL M | VOLLEYBALL W | ONE-ACT M | ONE-ACT W | DEBATE M | DEBATE W | CHEERLEADING M | CHEERLEADING W |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| HARMONY | NO. | | 1 | | | | 2 | 1 | | | 1 | | 2 |
| | SALARY | | 410 | | | | 837.50 | 105 | | | 260 | | 175 |
| LANESBORO | NO. | | | | | | 2 | | 1 | | 1 | | 1 |
| | SALARY | | | | | | 1,110 | | 200 | | 200 | | 200 |
| MABEL-CANTON | NO. | | | | | | 2 | 1 | | | | | 1 |
| | SALARY | | | | | | 743 | 250 | | | | | 236 |
| PETERSON | NO. | | | | | | 1 | | 1 | | | | 1 |
| | SALARY | | | | | | 350 | | 375 | | | | 75 |
| PRESTON | NO. | | | | | | | 1 | | 1 | | | 1 |
| | SALARY | | | | | | | 357 | | 270 | | | 152 |
| RUSHFORD | NO. | | | | | | 2 | 1 | | | | | 1 |
| | SALARY | | | | | | 800 | 295 | | | | | 355 |
| SPRING VALLEY | NO. | | | | | | 3 | | 1 | | | | 1 |
| | SALARY | | | | | | 1,996 | | 125 | | | | 373 |
| WYKOFF | NO. | | | | | | 2 | | | | | | 1 |
| | SALARY | | | | | | 1,125 | | | | | | 200 |
| TOTALS | NO. | | 1 | | | | 14 | 4 | 3 | 1 | 2 | | 9 |
| | SALARY | | 410 | | | | 6,961.50 | 1,007 | 700 | 270 | 460 | | 1,766 |

TABLE 2 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | CROSS COUNTRY | | DRILL TEAM | | MODERN DANCE | | GOLF | | PLAY-2 | | INTRAMURAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| HARMONY | NO. | | | | | | | 1 | | | | | |
| | SALARY | | | | | | | 210 | | | | | |
| LANESBORO | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| MABEL CANTON | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| PETERSON | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| PRESTON | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| RUSHFORD | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| SPRING VALLEY | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| WYKOFF | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| TOTALS | NO. | | | | | | | 1 | | | | | |
| | SALARY | | | | | | | 210 | | | | | |

## TABLE 2 CONTINUED

## EXTRA DUTY PERSONNEL

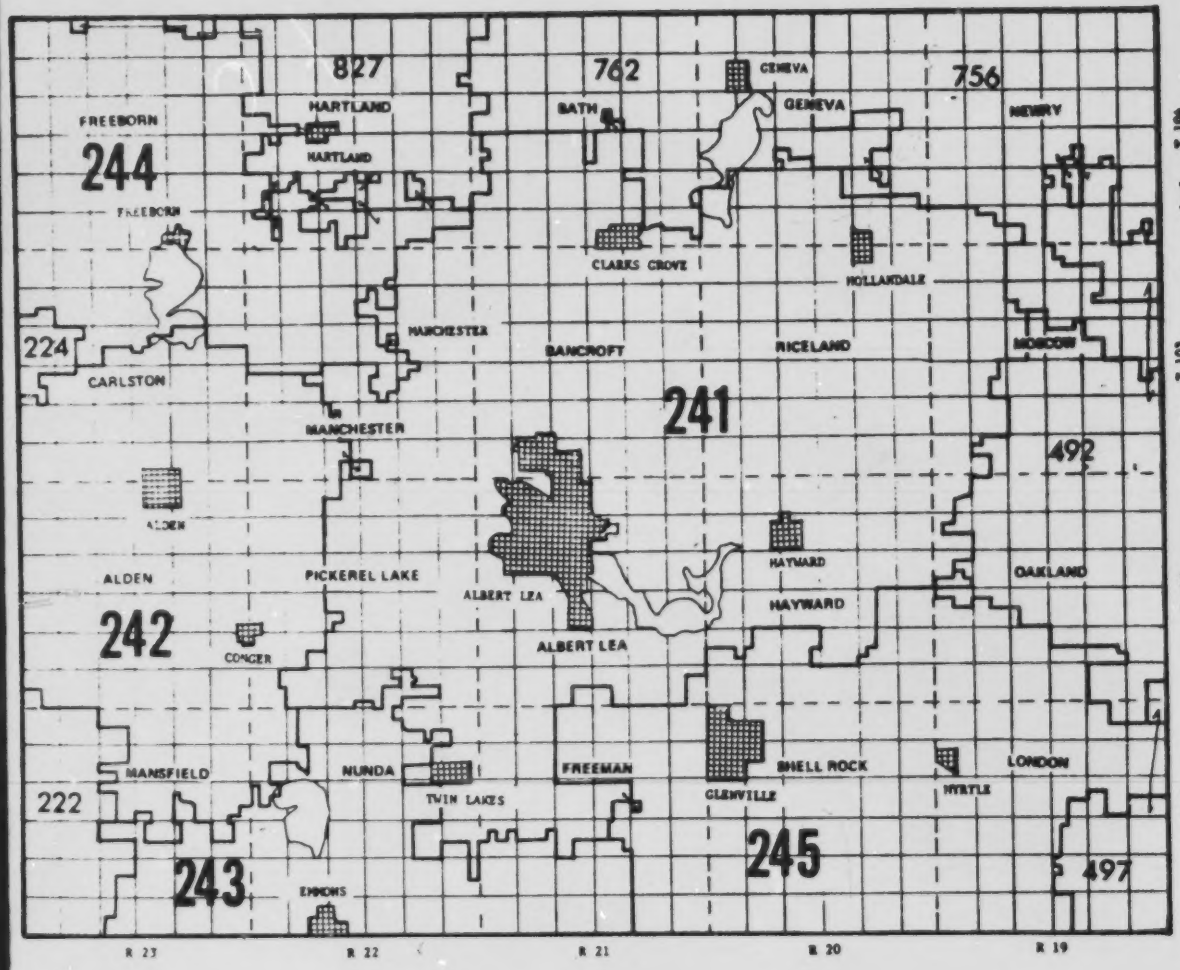
| DISTRICT | NO. SALARY | BASEBALL M | BASEBALL W | 3-ACT M | 3-ACT W | BAND M | BAND W | TENNIS M | TENNIS W | TOTALS M | TOTALS |
|---|---|---|---|---|---|---|---|---|---|---|---|
| HARMONY | NO. | 1 | | 2 | | 1 | | | | 19 | |
| | SALARY | 345 | | 500 | | 435 | | | | 10,100 | 2, |
| LANESBORO | NO. | 1 | | | | | | | | 9 | |
| | SALARY | 750 | | | | | | | | 7,200 | 3, |
| MABEL-CANTON | NO. | 1 | | | | | | | | 12 | |
| | SALARY | 420 | | | | | | | | 7,333 | 3, |
| PETERSON | NO. | | | | | | | | | 7 | |
| | SALARY | | | | | | | | | 3.500 | 1, |
| PRESTON | NO. | 1 | | | | | | | | 13 | |
| | SALARY | 595 | | | | | | | | 7,407 | 1, |
| RUSHFORD | NO. | 2 | | | | | | | | 17 | |
| | SALARY | 630 | | | | | | | | 12,020 | 2, |
| SPRING VALLEY | NO. | 2 | | | | | | | | 17 | |
| | SALARY | 872 | | | | | | | | 10,921 | 5, |
| WYKOFF | NO. | | | | | | | | | 6 | |
| | SALARY | | | | | | | | | 4,800 | 3, |
| TOTALS | NO. | 8 | | 1 | | 1 | | | | 100 | |
| | SALARY | 3,612 | | 500 | | 435 | | | | 63,281 | 23, |

TABLE 2 CONTINUED

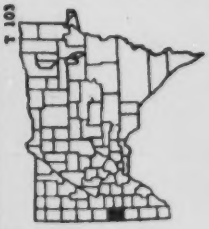
| DISTRICT | NEGOTIATIONS: TEACHERS MEA | TEACHERS AFT | PRIN./SUPT. YES | PRIN./SUPT. NO | NON-CERTIF. YES | NON-CERTIF. NO | NUMBER OF SECONDARY TEACHERS PER SUBJECT: MATH | ENG. | SOC. STUD. | SCIEN. | HLTH | PHY. ED. | ART | MUSIC | BUS. OFFICE | HOME EC. | FOR. LANG. | AGR. | IND. ARTS | OTHER | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| HARMONY | X | | | X | | X | 3 | 2.5 | 3 | 2 | 2 | | | 2 | 1 | 1.5 | 1 | 1 | 1 | 1 | 21 |
| LANESBORO | X | | | X | | X | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | | 1.5 | 1 | 4.5 | 23 |
| MABEL-CANTON | X | | | X | | X | 3 | 3 | 3 | 3 | 2 | 2 | .25 | 2 | 2 | 1.29 | | 1 | 1 | | 23.54 |
| PETERSON | X | | | X | | X | 1 | 2 | 2 | 2 | 1 | 2 | | 1 | 1 | 1 | | 1 | | | 14 |
| PRESTON | X | | | X | | X | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | | 22 |
| RUSHFORD | X | | | X | | X | 2 | 4 | 2 | 3 | 2 | | .5 | 2 | 1 | 2 | | 1 | 1 | | 20.5 |
| SP.VALLEY | X | | | X | | X | 3.5 | 4 | 3 | 2.5 | 1 | 1.5 | 1 | 3 | 2 | 1.5 | 2 | 1 | 1 | 5 | 32 |
| WYKOFF | X | | | X | | X | 1 | 3 | 2 | 2 | | 2 | 1 | 1 | 1 | 1 | | | 1 | | 15 |
| TOTALS | | | | | | | 17.5 | 22.5 | 20 | 18.5 | 11 | 11.5 | 4.75 | 16 | 10 | 9.29 | 4 | 6.5 | 7 | 10.5 | 170.04 |

## TABLE 2 CONTINUED

| | COMMUNITY SERVICES | | | SPECIAL EDUCATION | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT | NONE | PART-TIME | FULL TIME | TEACHER / STUDENT | EMR | TMR | SLBP | SPEECH | HEARING | TOTAL |
| HARMONY | X | | | TEACHERS | 1 | | 2 | .5 | | 3.5 |
| | | | | STUDENTS | 1 | | 30 | 20 | | 51 |
| LANESBORO | | X | | TEACHERS | 2 | 2 | 1 | .5 | .5 | 6 |
| | | | | STUDENTS | 24 | 13 | 15 | 8 | 10 | 70 |
| MABEL-CANTON | X | | | TEACHERS | | | .5 | .5 | | 1 |
| | | | | STUDENTS | 6 | 5 | 6 | 20 | | 3.7 |
| PETERSON | | X | | TEACHERS | | | 1 | 1 | | 2 |
| | | | | STUDENTS | | | 9 | 8 | | 17 |
| PRESTON | | X | | TEACHERS | | | 2 | | | 2 |
| | | | | STUDENTS | 4 | 6 | 26 | | 2 | 38 |
| RUSHFORD | X | | | TEACHERS | 2 | | 2 | 1 | | 5 |
| | | | | STUDENTS | 16 | 2 | 30 | 55 | | 103 |
| SPRING VALLEY | X | | | TEACHERS | 1 | 0 | 2 | 1 | 0 | 4 |
| | | | | STUDENTS | 22 | 7 | 32 | 17 | 0 | 78 |
| WYKOFF | | X | | TEACHERS | | | | 1.33 | | 1.33 |
| | | | | STUDENTS | 4 | 3 | | 9 | | 16 |
| TOTALS | | | | TEACHERS | 6 | 2 | 10.5 | 5.83 | .5 | 24.83 |
| | | | | STUDENTS | 77 | 36 | 148 | 137 | 12 | 410 |




**FREEBORN COUNTY MINNESOTA**



## FREEBORN COUNTY

Freeborn County encompasses 430.15 square miles and has five school districts serving its students. Of those five school districts, Freeborn extends into Waseca and Faribault counties and Alden extends into Faribault County.

The five school districts have 27 school buildings ranging in construction date from 1916 to 1975.

Present enrollment in Freeborn County schools is 3,901 students in K-6 and 4,156 in 7-12, making a total of 8,057 students attending school.

Based on the present census data, there are 1,597 one through four-year-olds in this county. Using the existing data, and not taking into account migration, emigration and any other changes that might occur, the projected enrollments for K-12 in the fall of 1977 would be 7,762 students. Fall of 1978 would enroll 7,444 students; 1979, 7,107 students, and 1980 would enroll 6,832 students. Using only the available information, enrollments appear to be declining.

Certified staff for Freeborn County schools includes: 1) classroom teachers which are those in direct instructional setting with students, 2) other teachers which include those not in direct instructional setting or in administration, like librarians, counselor, psychologists, etc., and 3) administrators. The total number of classroom teachers is 162.75 in K-6 and 219.55 in 7-12. This gives a total of 382.3 classroom teachers. The counselors, librarians, etc. called other instructional teachers total 42.1. Administrators total 27 in Freeborn County.

Given the following data, existing student/teacher ratios are calculated. The present student to classroom teacher ratio in K-6 would be 24 and 19 in 7-12.

In addition to the certified, non-certified is also a part of the school district. Non-certified staff include: custodians, clerical personnel, food service personnel, bus drivers, aides, and others, totaling 278.50 and costing the districts in this county about $1,729,022.

Transportation of students to and from school is a necessary part of any district. Transportation of these 8,057 students in Freeborn County includes: 79 bus routes, 70 buses, and approximately 1,785.9 miles traveled one-way or 3,571.8 miles traveled each day. Two of the five districts own garages. Three of the five run late bus service. These are Albert Lea, Emmons, and Glenville.

This report includes the following economic data: evaluation base, cost of the lunch program, expenditures per pupil unit, faculty salaries, administrative salaries, extra duty personnel costs, and others. The following averages (mean) for the Freeborn County school district includes: $28,820,267 EARC dollar value, $2,147,972.18 bonded indebtedness, and $24,472,810 assessed evaluations.

Table three provides comparisons of per pupil unit. (Based on 1975-76 data.) The averages (mean) for the Freeborn County schools are: administrative cost of $54.2, instructional salaries of $670, other instructional disbursements of $71.4, transportation disbursements of $80.2, and an average per pupil unit cost of $1,362.8.

Salary comparisons were based on the Minnesota School Board Association (MSBA) data. All schools have not reported this data to the MSBA at the time of this printing. The available data indicated that the lowest average salary was $9,997 and the highest average salary was $14,902.80 in the Freeborn County Schools. The total cost for certified personnel in Freeborn County for 1976-77 was $5,912,130.60.

Comparing the staff at the Bachelor of Arts (BA) degree level and the Master of Arts (MA) degree level, the major part of the staff in Freeborn County is at BA and BA+ levels. About 63% of the people are located at this point. Most of the certified staff have teaching experience from steps 8 to 15. This represents about 76%.

In addition to comparing faculty salaries, comparisons can also be made with the administrative staff. The number of administrators ranges from 2 to 17. This costs these districts from $33,800 to $391,880. The total administrative staff for the Freeborn County schools is 28 with a total salary of $573,813.39.

Extra duty positions number 75 and cost the Freeborn County schools $41,788. The number of extra duty positions range from 15 to 100 and cost from $7,591 to $48,525.

The total number of secondary teachers for Freeborn County schools is 226.39. Agriculture has the least number with 4.75 instructors and English the highest with 37.25 instructors.

Two of the districts have no director for community services and three of them have a part-time director. Various types of programs are included in these services.

There are a total of 551 students in special education. These include: Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR), and Special Learning Behavior Problems (SLBP), speech and hearing.
There are 34.1 teachers for these students. SLBP and speech encompass the largest number of students.

The information for Freeborn County schools summarized in this narrative can be examined in more detail in the following table.

TABLE 3

| FREEBORN COUNTY | SIZE | | SCHOOL BUILDINGS | | ENROLLMENT & PROJECTIONS | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | PRESENT | | | | | | | | | | | | | | PROJECTED | | | | |
| DISTRICT | SQUARE MILES | EXTENSION | NUMBER | CONSTRUCTION DATE | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL | 1 YR OLDS | 2 YR OLDS | 3 YR OLDS | 4 YR OLDS | TOTAL |
| ALBERT LEA | 130.59 | | 18 | 1916-1975 | 418 | 410 | 453 | 406 | 418 | 444 | 492 | 529 | 512 | 518 | 599 | 557 | 551 | 6,307 | 328 | 334 | 312 | 322 | 1,296 |
| ALDEN | 84.50 | Faribault | 3 | 1924-1958 | 40 | 29 | 38 | 32 | 31 | 41 | 38 | 38 | 54 | 48 | 38 | 46 | 52 | 525 | 24 | 20 | 23 | 27 | 94 |
| EMMONS | 45 | | 1 | 1917-1968 | 17 | 15 | 22 | 19 | 17 | 13 | 17 | 29 | 24 | 28 | 26 | 23 | 28 | 278 | 9 | 9 | 7 | 19 | 44 |
| FREEBORN | 70.06 | Waseca 2.00<br>Faribault 1.00 | 3 | 1921-1956 | 18 | 20 | 23 | 32 | 22 | 32 | 22 | 17 | 30 | 24 | 27 | 29 | 25 | 321 | 14 | 8 | 8 | 14 | 44 |
| GLENVILLE | 100 | | 2 | 1956-70 | 40 | 43 | 50 | 45 | 48 | 49 | 47 | 55 | 46 | 63 | 44 | 42 | 54 | 626 | 31 | 26 | 29 | 33 | 119 |
| TOTAL | 430.15 | | 27 | | 533 | 517 | 586 | 534 | 536 | 579 | 616 | 668 | 666 | 681 | 734 | 697 | 710 | 8,057 | 406 | 397 | 379 | 415 | 1,597 |

TABLE 3 CONTINUED

CERTIFIED STAFF

| | CLASSROOM | | | | | | | | | | OTHER | | | ADMINISTRATION | | | TOTAL CERTIFIED STAFF |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT | K | 1 | 2 | 3 | 4 | 5 | 6 | 7-12 | K-12 | TOTAL | 1 - 6 | 7 - 12 | TOTAL | 1 - 6 | 7 - 12 | K - 12 | |
| ALBERT LEA | 13 | 18.5 | 19.16 | 16.67 | 16.67 | 18 | 20 | 170 | | 292 | 13 | 14 | 27 | 7 | 8 | 1 | 335 |
| ALDEN | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 12.3 | 5.5 | 28.8 | .8 | 1.1 | 1.9 | .5 | 1 | 1 | 33.2 |
| EMMONS | .5 | 1 | 1 | 1 | .5 | .5 | 1 | 8 | 3 | 16.5 | 2.2 | 2 | 4.2 | | 1 | 1 | 22.7 |
| FREEBORN | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 | | 15 | 1 | | 1 | .5 | 1 | 1 | 18.5 |
| GLENVILLE | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 17 | | 30 | 6 | 2 | 8 | 1 | 1 | 2 | 42 |
| TOTAL | 16.5 | 23.5 | 25.16 | 21.67 | 22.17 | 23.5 | 26 | 215.3 | 8.5 | 382.3 | 23.0 | 19.1 | 42.1 | 9.0 | 12 | 6 | 451.4 |

TABLE 3 CONTINUED

| DISTRICT | NON-CERTIFIED STAFF | | | | | | | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. SALARY | CUSTODIAL STAFF | CLERICAL STAFF | FOOD SERVICE | BUS DRIVERS | TRANS. SUPPORT PERSONNEL | AIDES | TOTAL | NUMBER ROUTES | MILES 1-WAY | NUMBER BUSES USED | PUBLIC BUSES OWNED | PRIVATE BUSES OWNED | GARAGE OWNED | GARAGE RENTED | BUSES IN GARAGE | LATE BUS SERVICE |
| ALBERT LEA | NO. | 49 | 51 | 46 | 6 | 1 | 52 | 205 | 48 | 1,104 | 43 | --Both-- | | X | | 6 | Yes |
| | SALARY | 460,000 | 510,000 | 163,500 | 20,075 | 9,911 | 255,000 | 1,418,486 | | | | | | | | | |
| ALDEN | NO. | 3.5 | 1.5 | 4.7 | .3 | .1 | 4 | 14.1 | 8 | 185.5 | 6 | | X | | | | No |
| | SALARY | 25,802 | 9,259 | 18,462 | 2,708 | 532 | 14,611 | 71,374 | | | | | | | | | |
| EMMONS | NO. | 2.2 | 1.5 | 2.2 | 4 | | 2 | 11.9 | 4 | 95 | 4 | X | | | | | Yes |
| | SALARY | 15,150 | 7,824 | 6,389 | 7,560 | | 10,100 | 47,023 | | | | | | | | | |
| FREEBORN | NO. | 3.5 | 2 | 4 | 6 | 3 | 2 | 20.5 | 8 | 187.4 | 7 | X | | | | | No |
| | SALARY | 27,500 | 7,930 | 16,000 | 20,000 | 4,296 | 3,900 | 79,626 | | | | | | | | | |
| GLENVILLE | NO. | 4 | 4 | 6 | 9 | 1 | 3 | 27 | 11 | 214 | 10 | X | | X | | | Yes |
| | SALARY | 37,700 | 18,180 | 17,125 | 21,050 | 9,900 | 8,558 | 112,513 | | | | | | | | | |
| TOTAL | NO. | 62.2 | 60 | 62.9 | 25.3 | 5.1 | 63 | 278.50 | 79 | 1,785.9 | 70 | | | | | | |
| | SALARY | 566,152 | 553,193 | 221,476 | 71,393 | 24,639 | 292,169 | 1,729,022 | | | | | | | | | |

TABLE 3 CONTINUED

ECONOMIC

| | EVALUATION BASE | | | | LUNCH PROGRAM | | | EXPENDITURES PER PUPIL UNIT | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT | EARC | BONDED INDEBTEDNESS | ASSESSED VALUE | SCHOOL MILL RATES '77 | ADULT | SECONDARY | ELEMENTARY | PUPIL UNITS 1975-76 | ADMIN. COST | INST. SAL. | OTHER INST. | TRANS. | TOTAL PER PUPIL UNIT COST |
| ALBERT LEA | 103,100,839 | 8,945,000 | 87,711,563 | 45.25 | .85 | .55 | .50 | 7,703 | 17 | 686 | 104 | 46 | 1,268 |
| ALDEN | 12,098,817 | 280,000 | 10,255,239 | 45.27 | .90 | .60 | .55 | 629 | 49 | 630 | 75 | 103 | 1,301 |
| EMMONS | 6,645,406 | 481,750 | 5,600,264 | 46.60 | .90 | .50 | .50 | 329 | 83 | 750 | 67 | 61 | 1,457 |
| FREEBORN | 9,164,430 | 248,110 | 7,813,063 | 42.90 | 1.00 | .55 | .45 | 382 | 81 | 592 | 49 | 107 | 1,356 |
| GLENVILLE | 13,091,845 | 785,000 | 10,983,921 | 50.02 | .85 | .50 | .45 | 740 | 41 | 693 | 62 | 84 | 1,432 |
| AVERAGE (MEAN) | 28,820,267 | 2,147,972 | 24,472,810 | 46.01 | .90 | .54 | .49 | 1,957 | 54.2 | 670 | 71.4 | 80.2 | 1,362.8 |

TABLE 3 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | MAXIUM | STEP | MASTERS DEGREE MINIMUM | MAXIUM | STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| ALBERT LEA | 8,300 | 14,300 | 13 | | | | | B.A. | | | 7 | 5 | 5.50 | | 2.50 | .50 | 2 | 1 | 1 | 90 | 2 | 1 | 11 | |
| | 8,500 | 15,500 | 13 | | | | | B.A. + 15 | | | | | 3 | 2 | 4 | 5 | 8 | 4 | 2.50 | 5 | 1 | 1 | 22 | |
| | 8,700 | 16,200 | 13 | | | | | B.A. + 30 | | | | | 2 | 2.25 | 8 | 4 | 11 | 8 | 3 | 7.42 | 2.75 | 5.33 | 45.35 | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,400 | 17,900 | 13 | | M.A. | | | 1 | 2 | | | 4 | 2 | 2.80 | 3 | 4 | 3 | 5 | 2 | 31 | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 9,900 | 19,100 | 13 | | M.A. + 30 | | | | | | | | 2 | 3 | 3 | 8 | 7 | 4 | 6 | 57 | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | | 8 | 7 | 10.50 | 4.25 | 18.50 | 13.5 | 26.8 | 19 | 18.50 | 22.32 | 14.75 | 15.33 | 166.35 | |

-60-

TOTAL COST 1976-1977 SALARY SCHEDULE - $5,153,390.60

AVERAGE SALARY PAID 1976-1977 - 14,902.80

TABLE 3 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ALDEN | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 8,900 | 12,875 | 12 | | | | | B.A. | | 1 | | | 1 | | 2 | | 1 | 1 | | 3 | 1 | | | |
| | | 14,125 | 12 | | | | | B.A. + 15 | | | | | 1 | | | 2 | 2 | | | 1 | 7 | | | |
| | | | | | | | | B.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,900 | 15,325 | 12 | | M.A. | | | | 1 | | 1 | | | 1 | | | | 3 | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 1 | | 1 | 2 | 1 | 2 | 2 | 4 | 1 | | 4 | 11 | | | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $360,800

AVERAGE SALARY PAID 1976-1977 - 12,441

TABLE 3 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE | FACULTY SALARIES | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MINIUM | MAXIUM | STEP | MINIMUM | MAXIUM | STEP | SALARIES | DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | | |
| | | | | | | | 8,760 | 2-Year | | | | | | | | | 1 | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | | |
| | 8,900 | 12,100 | 10 | | | | | B.A. | | 4 | 1 | | 3 | | 3 | | | | 1 | | | | | | |
| | 9,100 | 12,300 | 10 | | | | | B.A. + 15 | | | | 2 | | 2 | | | | | 2 | | | | | | |
| | 9,300 | 12,500 | 10 | | | | | B.A. + 30 | | 1 | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | | |
| | | | | 9,500 | 12,700 | 10 | | M.A. | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | 5 | | 1 | 2 | 3 | 2 | 3 | | 1 | | 3 | | | | | |

EMPLOYEES

-62-

TOTAL COST 1976-1977 SALARY SCHEDULE - $199,940

AVERAGE SALARY PAID 1976-1977 - 9,9[illegible]

TABLE 3 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| FREEBORN | 8,950 | 12,800 | 12 | | | | | B.A. | | 2 | | 2 | 2 | 3 | | | 1 | | 1 | 2 | 3 | | | |
| | 9,250 | 13,100 | 12 | | | | | B.A. + 15 | | | | | | | | | | | | 1 | | | | |
| | | | | | | | | B.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,550 | 13,400 | 12 | | M.A. | | | | | | | | | | | | | 1 | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 2 | | 2 | 2 | 3 | | | 1 | | 1 | 3 | 4 | | | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $198,000

AVERAGE SALARY PAID 1976-1977 - 11,000

TABLE 3 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE | FACULTY SALARIES | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MINIUM | MAXIUM | STEP | MINIMUM | MAXIUM | STEP | SALARIES | DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| GLENVILLE | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | 9,975 | 2-Year | | | | | | | | | | 1 | | | | | | |
| | | | | | | | 10,950 | 3-Year | | | | | | | | | | | 1 | | | | | |
| | 9,000 | 12,800 | 12 | | | | | B.A. | | | 1 | | 3 | | 2 | | | | | | 8 | | | |
| | 9,150 | 12,950 | 12 | | | | | B.A. + 15 | | | | | | 1 | | | | | 1 | | 4 | | | |
| | 9,300 | 13,100 | 12 | | | | | B.A. + 30 | | | | | | 2 | | 1 | | 1 | 3 | 1 | 1 | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,800 | 13,650 | 12 | | M.A. | | | | | | | | | 1 | | | | 3 | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | | 1 | | 3 | 3 | 2 | 1 | 1 | 2 | 5 | 1 | 16 | | | |

-64-

TOTAL COST 1976-1977 SALARY SCHEDULE -

AVERAGE SALARY PAID 1976-1977 -

TABLE 3 CONTINUED

SALARY/STAFF COMPARISONS

| FREEBORN | SALARIES | | | | NUMBER OF STAFF AT | | | | | NUMBER OF STEPS AT | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MIN. | MAX. | AVE. SALARY | TOTAL COST 1976-77 SALARY SCHEDULE | NON-DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 |
| ALBERT LEA | 8,300 | 19,100 | 14,902.80 | 5,153,390.60 | | 39.40 | 156.60 | 59.80 | 90.00 | 15 | 46.75 | 87.62 | 196.43 |
| ALDEN | 8,900 | 15,325 | 12,441 | 360,800 | | 10 | 13 | 6 | | 2 | 7 | 9 | 11 |
| EMMONS | 8,900 | 12,700 | 9,997 | 199,940 | 1 | 12 | 7 | | | 9 | 8 | 3 | |
| FREEBORN | 8,950 | 13,400 | 11,000 | 198,000 | | 16 | 1 | 1 | | 4 | 5 | 5 | 4 |
| GLENVILLE | 9,000 | 13,650 | | | 2 | 14 | 15 | 4 | | 1 | 9 | 9 | 16 |
| TOTALS | | | | 5,912,130.60 | 3 | 91.4 | 292.6 | 70.8 | 90.00 | 31 | 75.75 | 113.62 | 227.43 |
| PERCENTAGE | | | | | 1% | 20% | 43% | 16% | 20% | 7% | 17% | 25% | 51% |

TABLE 3 CONTINUED

ADMINISTRATION

| DISTRICT | NO. SALARY | SUPT. | ASST. SUPT. | H.S. PRIN. | MIDDLE JR. HS PRIN. | ELEM. PRIN. | ASST. PRIN. | BUS. MGR. | VOC. DIR. | OTHER | TOTAL NO./SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| ALBERT LEA | NO. | 1 | | 1 | 2 | 7 | 3 | 1 | 1 | 1 | 17 |
| | SALARY | 33,500 | | 28,150 | 50,160 | 155,225 | 46,965 | 22,300 | 28,050 | 27,530 | 391,880 |
| ALDEN | NO. | 1 | | 1 | | .5 | | | | | 2.5 |
| | SALARY | 22,900 | | 17,500 | | 8,425 | | | | | 48,825 |
| EMMONS | NO. | 1 | | 1 | | | | | | | 2 |
| | SALARY | 18,000 | | 15,800 | | | | | | | 33,800 |
| FREEBORN | NO. | 1 | | 1 | | .5 | | | | | 2.5 |
| | SALARY | 19,200 | | 14,047.14 | | 9,950 | | | | | 43,207.14 |
| GLENVILLE | NO. | 1 | | 1 | | 1 | | | | | 4 |
| | SALARY | 22,506.25 | | 17,180.00 | | 14,915 | | | | 1,500 | 56,101.25 |
| TOTAL | NO. | 5 | | 5 | 2 | 9 | 3 | 1 | 1 | 2 | 28 |
| | SALARY | 116,106.25 | | 92,687.14 | 50,160 | 188,515 | 46,965 | 22,300 | 28,050 | 29,030 | 573,813.39 |

## TABLE 3 CONTINUED

## EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | DIRECTOR | | FOOTBALL | | BASKETBALL | | TRACK | | WRESTLING | | HOCKEY | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| ALBERT LEA | NO. | 5 | | 18 | | 13 | | 14 | | 7 | | 3 | |
| | SALARY | 2,600 | | 5,950 | | 7,100 | | 5,050 | | 4,325 | | 3,600 | |
| ALDEN | NO. | 1 | | 3 | | 3 | 3 | | 2 | 2 | | | |
| | SALARY | 600 | | 1,924 | | 2,237 | 1,636 | | 826 | 1,545 | | | |
| EMMONS | NO. | 1 | | 3 | | 3 | 3 | | 1 | | | | |
| | SALARY | 500 | | 1,746 | | 1,808 | 1,808 | | 505 | | | | |
| FREEBORN | NO. | 1 | | 3 | | 3 | 2 | | 2 | | | | |
| | SALARY | 500 | | 1,800 | | 1,800 | 1,800 | | 925 | | | | |
| GLENVILLE | NO. | 1 | | 4 | | 3 | 3 | 2 | 2 | 2 | | | |
| | SALARY | 850 | | 2,275 | | 2,075 | 1,725 | 1,030 | 1,030 | 1,675 | | | |
| TOTALS* | NO. | 4 | | 13 | | 12 | 11 | 2 | 7 | 4 | | | |
| | SALARY | 2,450 | | 7,745 | | 7,920 | 6,969 | 1,030 | 3,286 | 3,220 | | | |

*Albert Lea excluded from these totals

TABLE 3 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | GYMNASTICS M | GYMNASTICS W | SWIMMING M | SWIMMING W | VOLLEYBALL M | VOLLEYBALL W | ONE-ACT M | ONE-ACT W | DEBATE M | DEBATE W | CHEERLEADING M | CHEERLEADING W |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ALBERT LEA | NO. | | | | | 4 | | | | | | 5 | |
| | SALARY | | | | | 2,150 | | | | | | 800 | |
| ALDEN | NO. | | | | | 2 | | | | | | | 1 |
| | SALARY | | | | | 1,517 | | | | | | | 120 |
| EMMONS | NO. | | | | | | 2 | | | | | | 1 |
| | SALARY | | | | | | 574 | | | | | | 151 |
| FREEBORN | NO. | | | | | | 2 | 1 | | | 1 | | 1 |
| | SALARY | | | | | | 910 | 490 | | | 130 | | 190 |
| GLENVILLE | NO. | | | | | | 2 | | | 1 | | 1 | |
| | SALARY | | | | | | 1,250 | | | 200 | | 200 | |
| TOTALS* | NO. | | | | | 2 | 6 | 1 | | 1 | 1 | 1 | 3 |
| | SALARY | | | | | 1,517 | 2,734 | 490 | | 200 | 130 | 200 | 461 |

*Albert Lea excluded from these totals

## TABLE 3 CONTINUED
## EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | CROSS COUNTRY | | DRILL TEAM | | MODERN DANCE | | GOLF | | PLAY-2 | | INTRAMURAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| ALBERT LEA | NO. | 3 | | | | | | 6 | | | | 2 | |
| | SALARY | 1,800 | | | | | | 1,500 | | | | 900 | |
| ALDEN | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| EMMONS | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| FREEBORN | NO. | | | | | | | 1 | | | | | |
| | SALARY | | | | | | | 300 | | | | | |
| GLENVILLE | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| TOTALS* | NO. | | | | | | | 1 | | | | | |
| | SALARY | | | | | | | 300 | | | | | |

*Albert Lea excluded from these totals

## TABLE 3 CONTINUED

## EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | BASEBALL M | BASEBALL W | 3-ACT M | 3-ACT W | BAND M | BAND W | TENNIS M | TENNIS W | TOTALS M | TOTALS W |
|---|---|---|---|---|---|---|---|---|---|---|---|
| ALBERT LEA | NO. | 7 | | | | | | 6 | | 100 | |
| | SALARY | 3,300 | | | | | | 2,250 | | 48,525 | |
| ALDEN | NO | 2 | | | | | | | | 13 | 6 |
| | SALARY | 1,007 | | | | | | | | 8,830 | 2,582 |
| EMMONS | NO. | 1 | | | | | | | | 8 | 7 |
| | SALARY | 499 | | | | | | | | 4,553 | 3,038 |
| FREEBORN | NO. | 2 | | | | | | | | 11 | 8 |
| | SALARY | 965 | | | | | | | | 5,855 | 3,955 |
| GLENVILLE | NO. | 1 | | | | | | | | 15 | 7 |
| | SALARY | 665 | | | | | | | | 8,970 | 4,005 |
| TOTALS* | NO. | 6 | | | | | | | | 47 | 28 |
| | SALARY | 3,136 | | | | | | | | 28,208 | 13,580 |

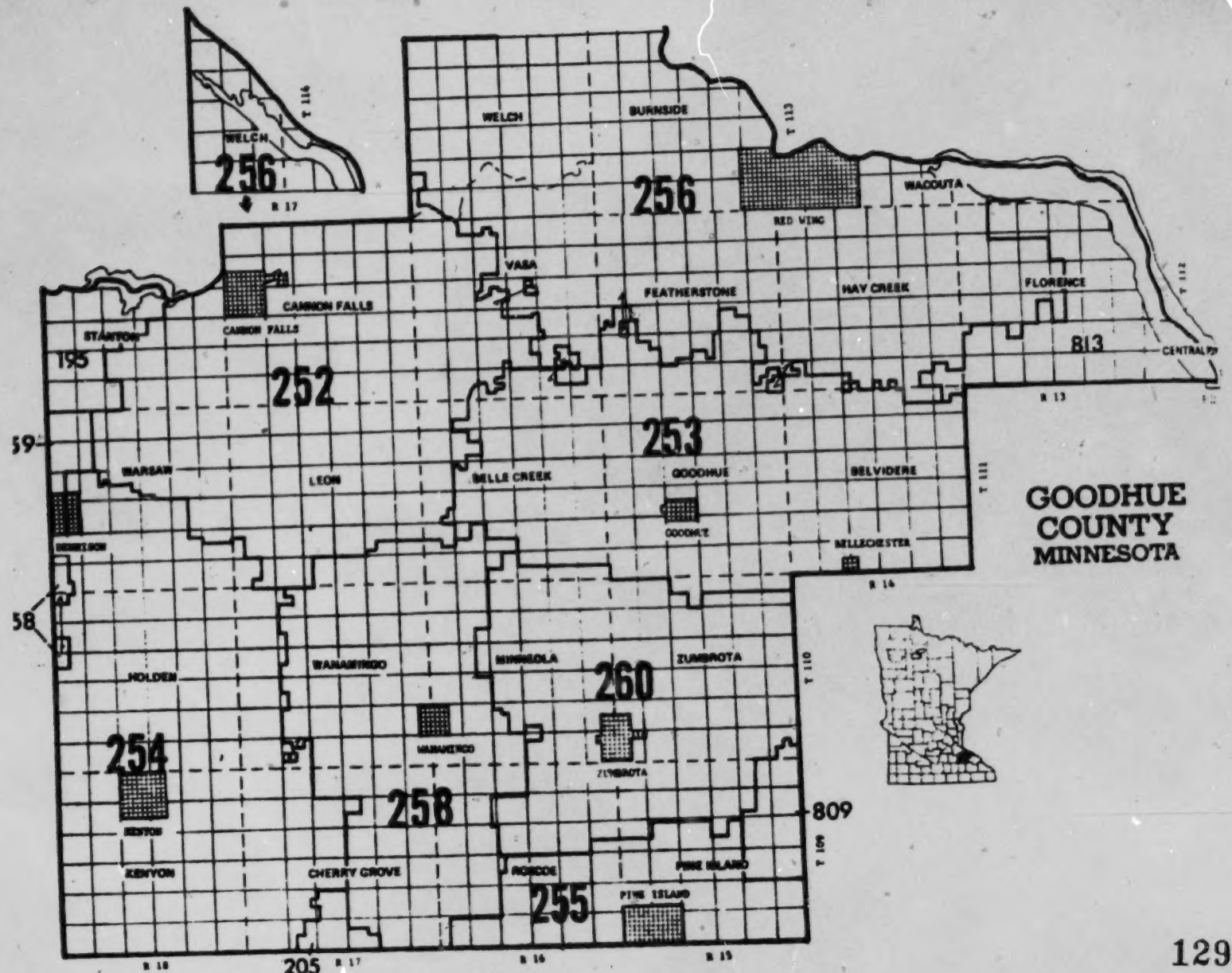
* Albert Lea excluded from these totals

TABLE 3 CONTINUED

| | NEGOTIATIONS | | | | | | NUMBER OF SECONDARY TEACHERS PER SUBJECT | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TEACHERS | | PRIN./ SUPT. | | NON-CERTIF. | | | | | | | | | | | | | | | | |
| DISTRICT | MEA | AFT | YES | NO | YES | NO | MATH | ENG. | SOC. STUD. | SCIEN. | HLTH | PHY. ED. | ART | MUSIC | BUS. OFFICE | HOME EC. | FOR. LANG. | AGR. | IND. ARTS | OTHER | TOTAL |
| ALBERT LEA | X | | X | | X | | 19 | 30 | 28 | 22 | 14 → | | 6 | 10 | 11 | 6 | 8 | 2 | 14 | | 170 |
| ALDEN | X | | X | | | X | 2 | 2 | 2 | 1 | 2 → | | 1 | 2 | 1 | 1 | | 1 | 1 | | 16 |
| EMMONS | X | | | X | | X | 1 | 1.5 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | 1 | | 11.5 |
| FREEBORN | X | | | X | | X | 1 | 1.75 | 1.5 | 1 | .5 | 1.5 | .25 | 1 | 1 | .5 | | .75 | .25 | | 11 |
| GLENVILLE | X | | | X | X | | 2 | 2 | 2.5 | 1 | 2 | 2 | .25 | 2 | 1 | 1 | .14 | 1 | 1 | | 17.89 |
| TOTAL | | | | | | | 25 | 37.25 | 35 | 26 | 19.5 | 4.5 | 8.50 | 16 | 15 | 9.5 | 8.14 | 4.75 | 17.25 | | 226.39 |

TABLE 3 CONTINUED

| DISTRICT | COMMUNITY SERVICES | | | SPECIAL EDUCATION | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NONE | PART-TIME | FULL TIME | TEACHER / STUDENT | EMR | TMR | SLBP | SPEECH | HEARING | TOTAL |
| ALBERT LEA | | X | | TEACHERS | 5 | 2 | 19 | 3 | 0 | 29 |
| | | | | STUDENTS | 52 | 24 | 177 | 175 | 3 | 431 |
| ALDEN | X | | | TEACHERS | | | | .2 | | .2 |
| | | | | STUDENTS | 7 | 2 | | 20 | | 29 |
| EMMONS | | X | | TEACHERS | | | 1 | .2 | | 1.2 |
| | | | | STUDENTS | 1 | | 15 | 10 | | 2.6 |
| FREEBORN | X | | | TEACHERS | | | | .3 | | .3 |
| | | | | STUDENTS | | | | 18 | | 18 |
| GLENVILLE | | X | | TEACHERS | 2 | | 1 | .4 | | 3.4 |
| | | | | STUDENTS | 15 | 6 | 10 | 15 | 1 | 47 |
| TOTAL | | | | TEACHERS | 7 | 2 | 21 | 4.1 | | 34.1 |
| | | | | STUDENTS | 75 | 32 | 202 | 238 | 4 | 551 |


GOODHUE
COUNTY
MINNESOTA
WELCH
BURNSIDE
WACOUTA
RED WING
VASA
FEATHERSTONE
HAY CREEK
FLORENCE
CANNON FALLS
STANTON
WARSAW
LEON
BELLE CREEK
GOODHUE
BELVIDERE
ZUMBROTA
HOLDEN
WANAMINGO
MINNESOTA
KENYON
CHERRY GROVE
ROSCOE
PINE ISLAND
256
252
253
260
254
258
255
813
809
195
59
58
R 17
R 16
R 15
R 14
R 13
T 116
T 113
T 112
T 111
T 110
T 109
205

## GOODHUE COUNTY

Goodhue County emcompasses 635 square miles and has seven school districts serving its students. Of those seven school districts, Pine Island extends into Dodge and Olmsted Counties, Kenyon extends into Dodge, Steele, and Rice Counties, Goodhue extends into Wabasha County, and Cannon Falls extends into Dakota County.

The seven school districts have 13 school buildings ranging in construction date from 1897 to 1972.

Present enrollment in Goodhue County schools is 2,712 students in K-6 and 2,921 in 7-12, making a total of 5,633 students attending school.

Based on the present census data, there are 1,130 one through four-year-olds in this county. Using the existing data, and not taking into account migration, emigration, and any other changes that might occur, the projected enrollments for K-12 in the fall of 1977 would be 5,479 students. Fall of 1978 would enroll 5,267 students; 1979, 5047 students, and 1980 would enroll 4,827 students. Using only the available information, enrollments appear to be declining.

Certified staff for Goodhue County schools includes: 1) classroom teachers which are those in direct instructional setting with students, 2) other teachers which include those not in direct instructional setting or in administration, like librarians, counselor, psychologists, etc., and 3) administrators. The total number of classroom teachers is 114.25 in K-6 and 168 in 7-12. This gives a total of 282.25 classroom teachers. The counselors, librarians, etc. called other instructional teachers total 58. Administrators total 22 in Goodhue County.

Given the following data, existing student/teacher ratios are calculated. The present student to classroom teacher ratio in K-6 would be 23.7 and 17.4 in 7-12.

In addition to the certified, non-certified is also a part of the school district. Non-certified staff include: custodians, clerical personnel, food service personnel, bus drivers, aides, and others, totaling 191.5 and costing the districts in this county about $863,238.41.

Transportation of students to and from school is a necessary part of any district. Transportation of these 5,633 students in Goodhue County includes: 83 bus routes, 81 buses, and approximately 2,410 miles traveled one-way or 4,820 miles traveled each day. Two of the seven districts own garages. Only Pine Island runs a late bus service.

This report includes the following economic data: evaluation base, cost of the lunch program, expenditures per pupil unit, faculty salaries, administrative salaries, extra duty personnel costs, and others. The following averages (mean) for the Goodhue County school district includes: $17,506,070.66 EARC dollar value, $900,833.33 bonded indebtedness, and $13,193,413 assessed evaluations.

Table 4 provides comparisons of per pupil unit. (Based on 1975-76 data.) The averages (mean) for the Goodhue County schools are: administrative cost of $47, instructional salaries of $720, other instructional disbursements of $100.4, transportation disbursements of $87.4, and an average per pupil unit cost of $1,441.3.

Salary comparisons were based on the Minnesota School Board Association (MSBA) data. All schools have not reported this data to the MSBA at the time of this printing. The available data indicated that the lowest average salary was $11,049 and the highest average salary was $14,203.27 in the Goodhue County schools. The total cost for certified personnel in Goodhue County for 1976-77 was $7,036,068.

Comparing the staff at the Bachelor of Arts (BA) degree level and the Master of Arts (MA) degree level, the major part of the staff in Goodhue County is at BA and BA+ levels. About 79% of the people are located at this point. Most of the certified staff have teaching experience from steps 4 to 7 and 12 to 15. This represents about 60%.

In addition to comparing faculty salaries, comparisons can also be made with the administrative staff. The number of administrators ranges from 3 to 5. This costs these districts from $60,665 to $115,964. The total administrative staff for the Goodhue County schools is 22 with a total salary of $486,064.

Extra duty positions number 144 and cost the Goodhue County schools $92,809. The number of extra duty positions range from 11 to 38 and cost from $5,230 to $23,620.

The total number of secondary teachers for Goodhue County schools is 183. Foreign Language has the least number with 3 instructors and English the highest with 24.5 instructors.

Two of the districts have no director for community services and three of them have a part-time director. Various types of programs are included in these services.

There are a total of 356 students in special education. These include: Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR), Special Learning Behavior Problems (SLBP), speech and hearing. There are 19.7 teachers for these students. SLBP and speech encompass the largest number of students.

The information for Goodhue County schools summarized in this narrative can be examined in more detail in the following table.

TABLE 4

| GOODHUE COUNTY | SIZE | | SCHOOL BUILDINGS | | ENROLLMENT & PROJECTIONS | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | PRESENT | | | | | | | | | | | | | | PROJECTED | | | |
| DISTRICT | SQUARE MILES | EXTENSION | NUMBER | CONSTRUCTION DATE | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL | 1 YR OLDS | 2 YR OLDS | 3 YR OLDS | 4 YR OLDS | TOTAL |
| CANNON FALLS | 140 | Dakota 20 | 5 | 1897-1972 | 135 | 116 | 116 | 105 | 101 | 100 | 127 | 121 | 147 | 140 | 149 | 139 | 144 | 1,640 | 90 | 82 | 82 | 93 | 347 |
| GOODHUE | 115 | Wabasha 7 | 1 | 1935-1969 | 40 | 35 | 41 | 38 | 39 | 38 | 56 | 59 | 71 | 73 | 68 | 62 | 59 | 679 | 40 | 27 | 28 | 45 | 140 |
| KENYON | 120 | Dodge 4<br>Steele 5<br>Rice 16 | 2 | 1915-1962 | 53 | 62 | 57 | 66 | 47 | 67 | 54 | 78 | 79 | 80 | 72 | 94 | 88 | 897 | 27 | 33 | 30 | 36 | 126 |
| PINE ISLAND | 95 | Dodge 15<br>Olmsted 20 | 2 | 1934-1957 | 66 | 95 | 89 | 93 | 71 | 96 | 92 | 122 | 94 | 91 | 90 | 80 | 73 | 1,152 | 63 | 62 | 67 | 71 | 263 |
| RED WING | | | | | | | | | | | | | | | | | | | | | | | |
| WANIMINGO | 90 | | 1 | 1900-1960 | 32 | 20 | 132 | | | | 28 | 42 | 43 | 38 | 44 | 42 | 41 | 462 | 23 | 18 | 16 | 19 | 76 |
| ZUMBROTA | 75 | | 2 | 1952-1969 | 51 | 64 | 62 | 56 | 48 | 62 | 62 | 60 | 69 | 79 | 69 | 56 | 65 | 803 | 38 | 50 | 38 | 52 | 178 |
| TOTAL | 635 | | 13 | | 377 | 392 | 497 | 358 | 306 | 363 | 419 | 482 | 503 | 501 | 492 | 473 | 470 | 5,633 | 281 | 272 | 261 | 316 | 1,130 |

## TABLE 4 CONTINUED

### CERTIFIED STAFF

| DISTRICT | CLASSROOM | | | | | | | | | | OTHER | | | ADMINISTRATION | | | TOTAL CERTIFIED STAFF |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | K | 1 | 2 | 3 | 4 | 5 | 6 | 7-12 | K-12 | TOTAL | 1 - 6 | 7 - 12 | TOTAL | 1 - 6 | 7 - 12 | K - 12 | |
| CANNON FALLS | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 39 | | 69 | 11.5 | 5.5 | 17 | 2 | 2 | 1 | 91 |
| GOODHUE | 1 | 2 | 1.5 | 1.5 | 1.5 | 1.5 | 2 | 23 | 2.25 | 36.25 | 5 | 2 | 7 | 1 | 1 | 1 | 46.25 |
| KENYON | 1.5 | 3 | 3 | 3 | 2 | 3 | 3 | 31.5 | | 50 | 9.5 | | 9.5 | 1 | 1 | 1 | 62.5 |
| PINE ISLAND | 1.5 | 4 | 4 | 4 | 3 | 4 | 4 | 32 | | 56.5 | 9 | 5 | 14 | 1 | 1 | 2 | 74.5 |
| RED WING | | | | | | | | | | | | | | | | | |
| WANIMINGO | 1 | 1 | | | 8 | | 1 | 19 | | 30 | -- | -- | -- | 1 | 1 | 1 | 33 |
| ZUMBROTA | 1 | 3 | 2 | 3 | 2 | 3 | 3 | 23.5 | | 40.5 | 6 | 4.5 | 10.5 | 1 | 1 | 2 | 55 |
| TOTAL | 9 | 18 | 15.5 | 15.5 | 20.5 | 15.5 | 18 | 168.0 | 2.25 | 282.25 | 41 | 17 | 58 | 7 | 7 | 8 | 362.25 |

TABLE 4 CONTINUED

| DISTRICT | NON-CERTIFIED STAFF | | | | | | | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. SALARY | CUSTODIAL STAFF | CLERICAL STAFF | FOOD SERVICE | BUS DRIVERS | TRANS. SUPPORT PERSONNEL | AIDES | TOTAL | NUMBER ROUTES | MILES 1-WAY | NUMBER BUSES USED | PUBLIC BUSES OWNED | PRIVATE BUSES OWNED | GARAGE OWNED | GARAGE RENTED | BUSES IN GARAGE | LATE BUS SERVICE |
| CANNON FALLS | NO. | 12 | 12.5 | 12 | 28 | 3 | 3 | 70.5 | 26 | 910 | 26 | X | | | | 28 | No |
| | SALARY | 111,335 | 61,831 | 30,807 | 67,260 | 30,360 | 12,024 | 313,617 | | | | | | | | | |
| GOODHUE | NO. | 4 | 3 | 4 | | | 2 | 13 | 15 | 422 | 13 | | X | | | | No |
| | SALARY | 34,644 | 19,426 | 17,646 | | | 7,100 | 78,816 | | | | | | | | | |
| KENYON. | NO. | 6 | 8 | 6 | 12 | | 1 | 33 | 12 | 302 | 12 | | X | | | | No |
| | SALARY | 64,500 | 36,300 | 18,000 | Private | | 1,100 | 119,900 | | | | | | | | | |
| PINE ISLAND | | 5 | 4 | 5 | 11 | 3 | 5 | 33 | 15 | 446 | 15 | X | | X | | 15 | Yes |
| | SALARY | 35,057 | 22,921 | 19,553 | 28,430 | 12,979 | 15,110 | 134,050 | | | | | | | | | |
| RED WING | | | | | | | | | | | | | | | | | |
| WANAMINGO | NO. | 1 | 3 | 3 | | | 2 | 11 | 6 | 150 | 6 | | X | | | | No |
| | SALARY | 33,000 | 23,000 | 11,800 | | | 1,800 | 69,600 | | | | | | | | | |
| ZUMBROTA | NO. | 5 | 6 | 5 | 9 | 1 | 5 | 31 | 9 | 180 | 9 | X | | X | | 11 | No |
| | SALARY | 41,920.34 | 34,292.72 | 18,474.82 | 25,825.45 | 11,123.14 | 15,609.94 | 147,255.41 | | | | | | | | | |
| TOTAL | NO. | 35 | 36.5 | 35 | 60 | 7 | 18 | 191.5 | 83 | 2,410 | 81 | | | | | | |
| | SALARY | 320,465.34 | 197,770.72 | 116,280.82 | 121,515.45 | 54,462.14 | 52,743.94 | 863,238.41 | | | | | | | | | |

TABLE 4 CONTINUED

ECONOMIC

| | EVALUATION BASE | | | | LUNCH PROGRAM | | | EXPENDITURES PER PUPIL UNIT | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT | EARC | BONDED INDEBTEDNESS | ASSESSED VALUE | SCHOOL MILL RATES '77 | ADULT | SECONDARY | ELEMENTARY | PUPIL UNITS 1975-76 | ADMIN. COST | INST. SAL. | OTHER INST. | TRANS. | TOTAL PER PUPIL UNIT COST |
| CANNON FALLS | 26,890,812 | 2,470,000 | 21,246,134 | 54.02 | .80 | .45 | .40 | 1,975 | 29 | 634 | 74 | 67 | 1,288 |
| GOODHUE | 15,137,176 | 585,000 | 11,329,857 | 52.05 | .90 | .50 | .45 | 835 | 59 | 734 | 85 | 115 | 1,476 |
| KENYON | 18,960,141 | 605,000 | 14,778,890 | 49.15 | .85 | .50 | .45 | 1,071 | 68 | 721 | 79 | 95 | 1,360 |
| PINE ISLAND | 15,694,724 | 755,000 | 10,355,070 | 57.91 | .85 | .40 | .40 | 1,281 | 34 | 622 | 135 | 63 | 1,245 |
| RED WING | | | | 37.24 | | | | 4,149 | 33 | 740 | 102 | 78 | 1,601 |
| WANAMINGO | 11,033,571 | 210,000 | 7,330,527 | 56.59 | .90 | .40 | .40 | 561 | 62 | 731 | 97 | 116 | 1,538 |
| ZUMBROTA | 17,320,000 | 780,000 | 14,120,000 | 50.76 | .90 | .50 | .45 | 966 | 44 | 858 | 131 | 78 | 1,581 |
| AVERAGE (MEAN) | 17,506,070 | 900,833 | 13,193,413 | 51.10 | .87 | .46 | .43 | 1,548 | 47 | 720 | 100 | 87.4 | 1,441 |

TABLE 4 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| CANNON FALLS | 9,045 | 14,468 | 12 | | | | | B.A. | | 3 | 2 | 2 | 3 | 3 | 1 | 1 | 1 | | 1 | 2 | 4 | | | |
| | 9,407 | 14,83 1 | 12 | | | | | B.A. + 15 | | | | | 1 | | 5 | 4 | 3 | 2 | | 1 | 6 | | | |
| | 9,769 | 15,193 | 12 | | | | | B.A. + 30 | | | | | | 1 | 3 | | 1 | | | 1 | 5 | | | |
| | 10,13 1 | 15,555 | 12 | | | | | B.A. + 45 | | | | | | | | 1 | 1 | 1 | 1 | 1 | 10 | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,493 | 15,916 | 12 | | M.A. | | 1 | 1 | | | | 1 | 1 | 1 | 2 | 2 | | 8 | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 4 | 3 | 2 | 4 | 4 | 10 | 7 | 7 | 5 | 4 | 5 | 33 | | | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $1,162,955

AVERAGE SALARY PAID 1976-1977 - 13,369

TABLE 4 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| GOODRIDE | 9,108 | 13,645 | 12 | | | | | B.A. | | 2 | 6.5 | 3 | 3.6 | 4 | 2 | | | | | | 2 | | | |
| | 9,424 | 13,960 | 12 | | | | | B.A. + 15 | | | | | | 2 | | 2 | 3 | | | | | | | |
| | 9,739 | 14,275 | 12 | | | | | B.A. + 30 | | | | | | | | | | 1 | | | 2 | | | |
| | 10,054 | 14,590 | 12 | | | | | B.A. + 45 | | | | | | | | 1 | | | 2 | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,369 | 15,283 | 13 | | M.A. | | | | | | | | | 1 | | 1 | | | 4 | | |
| | | | | 10,684 | 15,598 | 13 | | M.A. + 15 | | | | | | | | | | 1 | | | | 1 | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 2 | 6.5 | 3 | 3.6 | 6 | 2 | 3 | 4 | 2 | 3 | | 4 | 5 | | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $517,358

AVERAGE SALARY PAID 1976-1977 - 11,731

TABLE 4 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KENYON | | | | | | | 8,200-11,170 | Non-Degree | | | | | | | | | | | 1 | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,200 | 13,270 | 10 | | | | | B.A. | | 2 | | 3 | 4 | | 3 | | | | 1 | | | | | |
| | 9,500 | 14,910 | 13 | | | | | B.A. + 15 | | | | 3 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 4 | 4 | | |
| | 9,800 | 15,340 | 13 | | | | | B.A. + 30 | | | | | | | | | 1 | | | | 1 | 2 | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,200 | 15,870 | 13 | | M.A. | | | | | 1 | 1 | | | | 1 | 1 | 2 | 2 | 1 | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 10,600 | 16,270 | 13 | | M.A. + 30 | | | | | | | | | | | | | | 1 | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 2 | | 6 | 6 | 3 | 5 | 2 | 2 | 3 | 4 | 4 | 7 | 8 | | |

-82-

TOTAL COST 1976-1977 SALARY SCHEDULE - $738,570

AVERAGE SALARY PAID 1976-1977 - 14,203.27

TABLE 4 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| PINE ISLAND | 9,100 | 13,550 | 12 | | | | | B.A. | | 5 | 5 | 3 | 2 | 5 | 2 | | 3 | 1 | 1 | | 2 | | | |
| | 9,350 | 13,800 | 12 | | | | | B.A. + 15 | | | | | 4 | 1 | | 1 | 5 | 1 | 1 | | 3 | | | |
| | 9,600 | 14,375 | 13 | | | | | B.A. + 30 | | | | | | | 1 | 2 | 1 | | 1 | | | 4 | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,850 | 14,950 | 14 | | M.A. | | | | | 1 | | 1 | | | 2 | 1 | | 2 | 1 | 4 | |
| | | | | 10,100 | 15,200 | 14 | | M.A. + 15 | | | | | | | | 2 | | | | | | 1 | 2 | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 5 | 5 | 3 | 7 | 6 | 4 | 5 | 9 | 4 | 4 | | 7 | 6 | 6 | |

-83-

TOTAL COST 1976-1977 SALARY SCHEDULE - $850,625

AVERAGE SALARY PAID 1976-1977 - 11,980

TABLE 4 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE | FACULTY SALARIES | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MINIUM | MAXIUM | STEP | MINIMUM | MAXIUM | STEP | SALARIES | DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | 9,175 | 2-Year | | | | | | | | | | | | | | 1 | | |
| | | | | | | | 9,750 | 3-Year | | | | | | | | | | | | | | 1 | | |
| | 9,100 | 13,800 | 13 | | | | | B.A. | | 10 | 12 | 14 | 5 | 1 | 4 | 1 | 5 | 3 | | | 1 | 9 | | |
| | 9,350 | 15,050 | 13 | | | | | B.A. + 15 | | | | 2 | 2 | 6 | 2 | 7 | 4 | 2 | 3 | 2 | 2 | 9 | | |
| | 9,600 | 16,230 | 13 | | | | | B.A. + 30 | | | 1 | 2 | | 5 | 3 | 6 | 2 | 2 | 2 | 2 | | 12 | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,100 | 18,030 | 13 | | M.A. | | | | 1 | | | | 1 | | 1 | 2 | 2 | 2 | 13 | | |
| | | | | 10,325 | 18,450 | 13 | | M.A. + 15 | | | | | | 1 | | | | | | 1 | 1 | 8 | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 10,550 | 18,870 | 13 | | M.A. + 30 | | | | | | | 1 | | | | | | 1 | 5 | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | 10,775 | 19,290 | 13 | | M.A. + 45 | | | | | | | | | | | 1 | | 1 | 15 | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 10 | 13 | 19 | 7 | 13 | 10 | 15 | 11 | 8 | 8 | 7 | 8 | 73 | | |

RED WING

-84-

TOTAL COST 1976-1977 SALARY SCHEDULE - $2,763,185

AVERAGE SALARY PAID 1976-1977 - 13,679

TABLE 4 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,025 | 12,985 | 11 | | | | | B.A. | | 4 | 1 | 7 | | 2 | | 2 | 1 | | 3 | | | | | |
| | 9,225 | 13,665 | 12 | | | | | B.A. + 15 | | | | 1 | | | 2 | | | 1 | | | 2 | | | |
| | 9,425 | 14,235 | 13 | | | | | B.A. + 30 | | | | | | | | | | | | | 1 | | | |
| | 9,625 | 14,435 | 13 | | | | | B.A. + 45 | | | | | | | | | 2 | | | | 1 | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,825 | 14,635 | 13 | | M.A. | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 4 | 1 | 8 | | 2 | 2 | 2 | 3 | 1 | 3 | | 4 | | | |

VANALINCO

-85-

TOTAL COST 1976-1977 SALARY SCHEDULE - $331,490

AVERAGE SALARY PAID 1976-1977 - $ 11,049

150

151

TABLE 4 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE |
|---|---|---|---|---|---|---|---|
| | MINIUM | MAXIUM | STEP | MINIMUM | MAXIUM | STEP | SALARIES |
| ZUMBROTA | 9,150 | 14,180 | 12 | | | | |
| | 9,450 | 14,540 | 12 | | | | |
| | 9,750 | 15,330 | 13 | | | | |
| | 10,150 | 15,795 | 13 | | | | |

| FACULTY SALARIES | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| Non-Degree | | | | | | | | | | | | | | | | |
| 10-Month Contract | | | | | | | | | | | | | | | | |
| 2-Year | | | | | | | | | | | | | | | | |
| 3-Year | | | | | | | | | | | | | | | | |
| B.A. | | 3 | 3 | 2 | 1 | | | 1.33 | 1 | 1 | | | 5 | | | |
| B.A. + 15 | | | | | 2 | | 2 | | 1 | 1 | 2 | 2 | 7 | | | |
| B.A. + 30 | | | | | | | | | | | | | | 2 | | |
| B.A. + 45 | | | | | | | 2 | 1 | | | 1 | 1 | 1 | 9 | | |
| M.A. Equivalent | | | | | | | | | | | | | | | | |
| M.A. | | | | | | | | | | | | | | | | |
| M.A. + 15 | | | | | | | | | | | | | | | | |
| M.A. + 20 | | | | | | | | | | | | | | | | |
| M.A. + 30 | | | | | | | | | | | | | | | | |
| M.A. + 40 | | | | | | | | | | | | | | | | |
| M.A. + 45 | | | | | | | | | | | | | | | | |
| M.A. + 60 | | | | | | | | | | | | | | | | |
| 6-Year | | | | | | | | | | | | | | | | |
| Ed. Spec. | | | | | | | | | | | | | | | | |
| Doctorate | | | | | | | | | | | | | | | | |
| Total Staff | | 3 | 3 | 2 | 3 | | 4 | 2.33 | 2 | 2 | 3 | 3 | 13 | 11 | | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $671,885

AVERAGE SALARY PAID 1976-1977 - 13,097

TABLE 4 CONTINUED

SALARY/STAFF COMPARISONS

| GOODHUE | SALARIES | | | | NUMBER OF STAFF AT | | | | | NUMBER OF STEPS AT | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MIN. | MAX. | AVE. SALARY | TOTAL COST 1976-77 SALARY SCHEDULE | NON-DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 |
| CANNON FALLS | 9,045 | 15,916 | 13,369 | 1,162,955 | | 13 | 48 | 17 | | 9 | 25 | 21 | 33 |
| GOODHUE | 9,109 | 15,598 | 11,731 | 517,358 | | 23.1 | 13 | 6 | 2 | 11.5 | 14.6 | 9 | 9 |
| KENYON | 9,200 | 16,270 | 14,203.27 | 738,570 | 1 | 13 | 28 | 9 | 1 | 8 | 16 | 13 | 15 |
| PINE ISLAND | 9,100 | 15,200 | 11,980 | 850,625 | | 29 | 25 | 12 | 5 | 13 | 22 | 17 | 19 |
| RED WING | 9,100 | 19,290 | 13,679 | 2,763,185 | 2 | 65 | 78 | 22 | 35 | 44 | 45 | 34 | 79 |
| WANAMINGO | 9,025 | 14,635 | 11,049 | 331,490 | | 20 | 10 | | | 13 | 6 | 7 | 4 |
| ZUMBROTA | 9,150 | 15,795 | 13,097 | 671,885 | | 17.33 | 34 | | | 8 | 9.33 | 10 | 24 |
| TOTALS | | | | 7,036,068 | 3 | 190.43 | 236 | 66 | 43 | 106.50 | 137.93 | 111 | 183 |
| PERCENTAGE | | | | | 1% | 35% | 44% | 12% | 8% | 20% | 26% | 20% | 34% |

TABLE 4 CONTINUED

ADMINISTRATION

| DISTRICT | NO. SALARY | SUPT. | ASST. SUPT. | H.S. PRIN. | MIDDLE JR. HS PRIN. | ELEM. PRIN. | ASST. PRIN. | BUS. MGR. | VOC. DIR. | OTHER | TOTAL NO./SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| CANNON FALLS | NO. | 1 | | 1 | | 1 | 2 | | | | 5 |
| | SALARY | 28,500 | | 24,631 | | 23,000 | 39,833 | | | | 115,964 |
| GOODHUE | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 27,500 | | 20,000 | | 19,000 | | | | | 66,500 |
| KENYON | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 27,200 | | 22,350 | | 21,325 | | | | | 70,875 |
| PINE ISLAND | NO. | 1 | | 1 | | 1 | | 1 | | | 4 |
| | SALARY | 26,000 | | 21,200 | | 21,200 | | 12,000 | | | 80,400 |
| RED WING | | | | | | | | | | | |
| WANAMINGO | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 23,575 | | 20,390 | | 16,700 | | | | | 60,663 |
| ZUMBROTA | NO. | 1 | | 1 | | 1 | | | | 1 | 4 |
| | SALARY | 26,700 | | 22,560 | | 20,900 | | | | 21,500 | 91,660 |
| TOTAL | NO. | 6 | | 6 | | 6 | 2 | 1 | | 1 | 22 |
| | SALARY | 159,475 | | 131,131 | | 122,125 | 39,833 | 12,000 | | 21,500 | 486,064 |

TABLE 4 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | DIRECTOR | | FOOTBALL | | BASKETBALL | | TRACK | | WRESTLING | | HOCKEY | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| CANNON FALLS | NO. | .75 | .25 | 5 | | 5 | 2 | 2 | 2 | 2 | | | |
| | SALARY | 300 | 900 | 3,895 | | 4,135 | 1,300 | 1,325 | 1,300 | 1,960 | | | |
| GOODHUE | NO. | 1 | | 5 | | 4 | 4 | 2 | 2 | 4 | | | |
| | SALARY | 1,248 | | 3,146 | | 2,168.40 | 2,308.60 | 1,086.60 | 1,123.20 | 2,740.40 | | | |
| KENYON | NO. | 1 | | 6 | | 4 | 3 | 2 | 2 | 3 | | | |
| | SALARY | 1,100 | | 4,325 | | 3,100 | 1,550 | 1,140 | 1,140 | 2,425 | | | |
| PINE ISLAND | NO. | 1 | | 8 | | 5 | 4 | 4 | 2 | 4 | | | |
| | SALARY | 1,215 | | 4,394 | | 3,444 | 2,264 | 2,496 | 1,098 | 2,462 | | | |
| RED WING | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| WANAMINGO | NO. | 1 | | 1 | | 1 | 1 | 1 | 1 | 1 | | | |
| | SALARY | 1,200 | | 490 | | 490 | 490 | 490 | 490 | 490 | | | |
| ZUMBROTA | NO. | 1 | | 1 | | 1 | 1 | 1 | 1 | 1 | | | |
| | SALARY | 1,525 | | 1,125 | | 1,125 | 1,125 | 825 | 825 | 975 | | | |
| TOTALS | NO. | 5.75 | .25 | 26 | | 20 | 15 | 12 | 10 | 14 | | | |
| | SALARY | 6,588 | 900 | 17,375 | | 14,462.40 | 9,037.60 | 7,362.60 | 5,976.20 | 10,562.40 | | | |

TABLE 4 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. / SALARY | GYMNASTICS M | GYMNASTICS W | SWIMMING M | SWIMMING W | VOLLEYBALL M | VOLLEYBALL W | ONE-ACT M | ONE-ACT W | DEBATE M | DEBATE W | CHEERLEADING M | CHEERLEADING W |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CANNON FALLS | NO. | .5 | .5 | | | | 2 | | | 1 | 1 | | 1 |
| | SALARY | 500 | 500 | | | | 1,300 | | | 350 | 350 | | 325 |
| GOODHUE | NO. | | | | | | 3 | 1 | | | | | 1 |
| | SALARY | | | | | | 1,364 | 208 | | | | | 208 |
| KENYON | NO. | | | | | | 3 | | 1 | | | | 1 |
| | SALARY | | | | | | 1,525 | | 100 | | | | 200 |
| PINE ISLAND | NO. | | 2 | | | | 3 | | 1 | | | | 1 |
| | SALARY | | 1,680 | | | | 1,896 | | 390 | | | | 385 |
| RED WING | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| WANAMINGO | NO. | | | | | | 1 | | 1 | | 1 | | 1 |
| | SALARY | | | | | | 490 | | 300 | | 200 | | 100 |
| ZUMBROTA | NO. | | | | | | 1 | | 1 | | | | 1 |
| | SALARY | | | | | | 660 | | 280 | | | | 280 |
| TOTALS | NO. | .5 | 2.5 | | | | 13 | 1 | 4 | 1 | 2 | | 6 |
| | SALARY | 500 | 2,180 | | | | 7,235 | 208 | 1,070 | 350 | 550 | | 1,498 |

TABLE 4 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | CROSS COUNTRY | | DRILL TEAM | | MODERN DANCE | | GOLF | | PLAY-2 | | INTRAMURAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| CANNON FALLS | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| GOODHUE | NO. | 1 | | | | | | | | | | | |
| | SALARY | 592.80 | | | | | | | | | | | |
| KENYON | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| PINE ISLAND | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| RED WING | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| WANAMINGO | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| ZUMBROTA | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| TOTALS | NO. | 1 | | | | | | | | | | | |
| | SALARY | 592.80 | | | | | | | | | | | |

## TABLE 4 CONTINUED

## EXTRA DUTY PERSONNEL

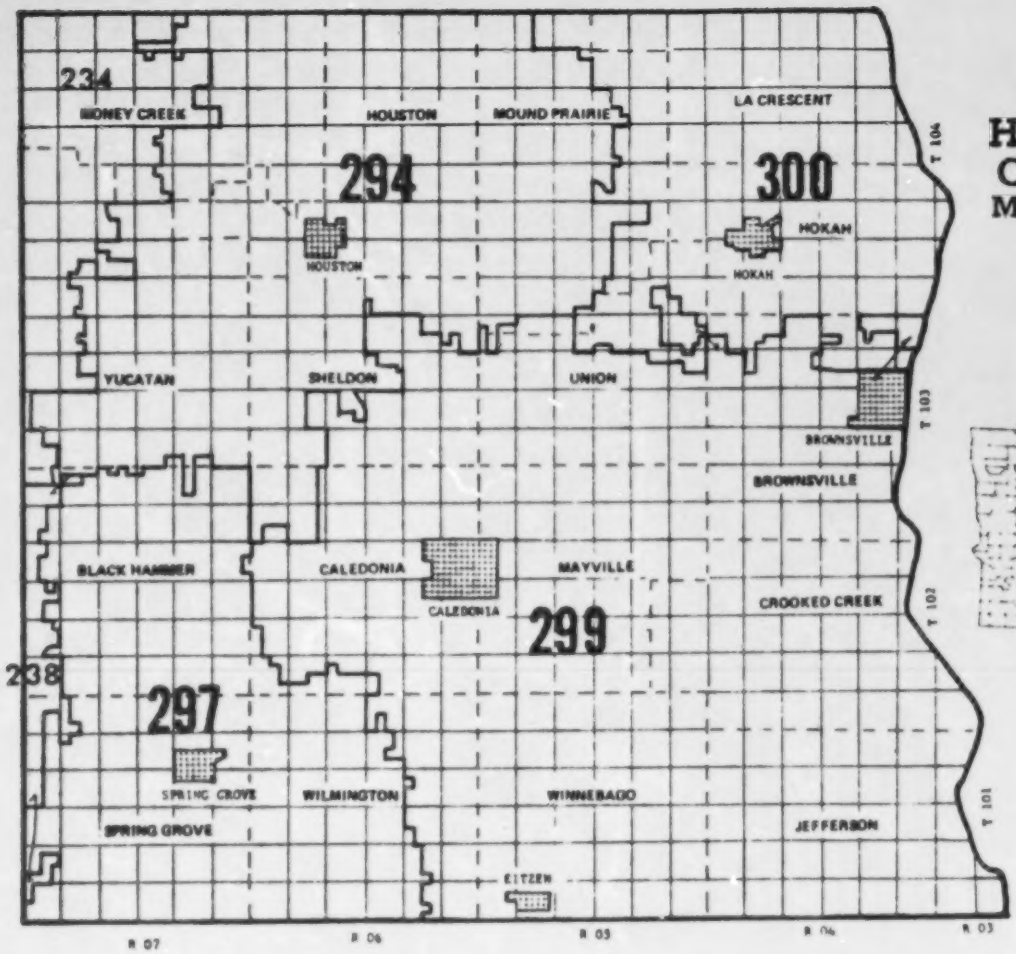
| DISTRICT | NO. SALARY | BASEBALL | | 3-ACT | | BAND | | TENNIS | | TOTALS | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W |
| CANNON FALLS | NO. | 2 | | | | | | | | 18.25 | 8.75 |
| | SALARY | 1,325 | | | | | | | | 13,790 | 5,975 |
| GOODHUE | NO. | 1 | | | | | | | | 19 | 10 |
| | SALARY | 780 | | | | | | | | 11,970.20 | 5,003.80 |
| KENYON | NO. | 2 | | | | | | | | 18 | 10 |
| | SALARY | 1,120 | | | | | | | | 13,210 | 4,515 |
| PINE ISLAND | NO. | 3 | | | | | | | | 25 | 13 |
| | SALARY | 1,896 | | | | | | | | 15,907 | 7,713 |
| RED WING | NO. | | | | | | | | | | |
| | SALARY | | | | | | | | | | |
| WANAMINGO | NO. | 1 | | | | | | | | 5 | 6 |
| | SALARY | 490 | | | | | | | | 3,610 | 2,070 |
| ZUMBROTA | NO. | 1 | | | | | | | | 6 | 5 |
| | SALARY | 750 | | | | | | | | 6,325 | 3,170 |
| TOTALS | NO. | 10 | | | | | | | | 91.25 | 52.75 |
| | SALARY | 6,361 | | | | | | | | 64,362.20 | 28,446.80 |

TABLE 4 CONTINUED

| | NEGOTIATIONS | | | | | | NUMBER OF SECONDARY TEACHERS PER SUBJECT | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TEACHERS | | PRIN./ SUPT. | | NON-CERTIF. | | | | | | | | | | | | | | | |
| DISTRICT | MEA | AFT | YES | NO | YES | NO | MATH | ENG. | SOC. STUD. | SCIEN. | HLTH | PHY. ED. | ART | MUSIC | BUS. OFFICE | HOME EC. | FOR. LANG. | AGR. | IND. ARTS | OTHER | TOTAL |
| CANNON FALLS | X | | X | | X | | 5 | 6 | 5.5 | 2.5 | 1 | 3.5 | 2 | 3 | 2 | 2 | .5 | 1 | 3 | 2 | 39 |
| GOODHUE | X | | | X | | X | 3 | 3.5 | 3.5 | 2.5 | | 1.5 | 1 | 3 | 2 | 1 | 1 | 3 | 1 | | 26 |
| KENYON | X | | | X | | X | 3 | 5 | 4 | 3 | | 2 | 1 | 3 | 1 | 2 | | 3 | 2 | 4 | 33 |
| PINE ISLAND | X | | | X | | X | 3 | 3.5 | 4 | 3 | 2 | 2 | 1 | 3 | 3 | 2 | .5 | 1 | 3 | 5 | 36 |
| RED WING | | | | | | | | | | | | | | | | | | | | | |
| WANAMINGO | X | | | X | | X | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | | 21 |
| ZUMBROTA | X | | | X | | X | 2.5 | 3.5 | 3 | 3 | 1 | 1 | 1 | 2.5 | 1 | 2 | | 1 | 2 | 4.5 | 28 |
| TOTALS | | | | | | | 18.5 | 24.5 | 22 | 16 | 6 | 12 | 7 | 16.5 | 10 | 10 | 3 | 10 | 12 | 15.5 | 183 |

TABLE 4 CONTINUED

| DISTRICT | COMMUNITY SERVICES | | | SPECIAL EDUCATION | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NONE | PART-TIME | FULL TIME | TEACHER / STUDENT | EMR | TMR | SLBP | SPRECH | HEARING | TOTAL |
| CANNON FALLS | X | | | TEACHERS | 1 | | 2.5 | 1 | | 4.5 |
| | | | | STUDENTS | 7 | | 42 | 31 | | 80 |
| GOODHUE | | X | | TEACHERS | .5 | | 1.0 | .5 | | 2 |
| | | | | STUDENTS | 7 | | 13 | 33 | | 53 |
| KENYON | | X | | TEACHERS | 2 | | 1 | .6 | | 3.6 |
| | | | | STUDENTS | 18 | | 16 | 40 | | 74 |
| PINE ISLAND | | X | | TEACHERS | 2 | | 2 | 1 | | 5 |
| | | | | STUDENTS | 31 | 3 | 54 | 33 | 1 | 122 |
| RED WING | | | | | | | | | | |
| WANAMINGO | X | | | TEACHERS | 0 | 0 | 1 | .5 | | 1.5 |
| | | | | STUDENTS | 1 | 3 | 15 | 8 | | 27 |
| ZUMBROTA | | X | | TEACHERS | .5 | | 2 | .5 | .1 | 3.1 |
| | | | | STUDENTS | 6 | 3 | 27 | 15 | 2 | 53 |
| TOTALS | | | | TEACHERS | 6 | 0 | 9.5 | 4.1 | .1 | 19.7 |
| | | | | STUDENTS | 70 | 9 | 167 | 160 | 3 | 409 |




# HOUSTON COUNTY MINNESOTA

## HOUSTON COUNTY

Houston County encompasses 560 square miles and has four school districts serving its students. Of those four school districts, both Houston and LaCrescent extend into Winona County.

The four school districts have 12 school buildings ranging in construction date from 1923 to 1970.

Present enrollment in Houston County schools is 1,839 students in K-6 and 2,235 in 7-12, making a total of 4,074 students attending school.

Based on the present census data, there are 922 one through four-year-olds in this county. Using the existing data, and not taking into account migration, emigration, and any other changes that might occur, the projected enrollments for K-12 in the fall of 1977 would be 3,961 students. Fall of 1978 would enroll 3,755 students; 1979, 3,588 students, and 1980 would enroll 3,399 students. Using only the available information, enrollments appear to be declining.

Certified staff for Houston County schools includes: 1) classroom teachers which are those in direct instructional setting with students, 2) other teachers which include those not in direct instructional setting or in administration, like librarians, counselors, psychologists, etc., and 3) administrators. The total number of classroom teachers is 74 in K-6 and 137.5 in 7-12. This gives a total of 211.5 classroom teachers. The counselors, librarians, etc. called other instructional teachers total 38.5. Administrators total 15 in Houston County.

Given the following data, existing student/teacher ratios are calculated. The present student to classroom teacher ratio in K-6 would be 24.9 and 16.3 in 7-12.

In addition to the certified, non-certified is also a part of the school district. Non-certified staff include: custodians, clerical personnel, food service personnel, bus drivers, aides, and others, totaling 106.66 and costing the districts in this county about $524,107.93.

Transportation of students to and from school is a necessary part of any district. Transportation of these 4,074 students in Houston County includes: 60 bus routes, 62 buses, and approximately 1,745.8 miles traveled one-way or 3,491.6 miles traveled each day. None of the districts own garages. Only LaCrescent runs a late bus service.

This report includes the following economic data: evaluation base, cost of the lunch program, expenditures per pupil unit, faculty salaries, administrative salaries, extra duty personnel costs, and others. The following averages (mean) for the Houston County School district includes: $14,000,853 EARC dollar value, $1,086,108 bonded indebtedness, and $6,016,564 assessed evaluations.

Table 5 provides comparisons of per pupil unit. (Based on 1975-76 data.) The averages (mean) for the Houston County schools are: administrative cost of $45, instructional salaries of $630, other instructional disbursements of $80, transportation disbursements of $77, and an average per pupil unit cost of $1,229.

Salary comparisons were based on the Minnesota School Board Association (MSBA) data. All schools have not reported this data to the MSBA at the time of this printing. The available data indicated that the lowest average salary was $11,444 and the highest average salary was $12,515.63 in the Houston County schools. The total cost for certified personnel in Houston County for 1976-77 was $3,101,740.

Comparing the staff at the Bachelor of Arts (BA) degree level and the Master of Arts (MA) degree level, the major part of the staff in Houston County is at BA and BA+ levels. About 74% of the people are located at this point. Most of the certified staff have teaching experience from steps 8 to 15. This represents about 58%.

In addition to comparing faculty salaries, comparisons can also be made with the administrative staff. The number of administrators ranges from 3 to 5. This costs these districts from $57,930 to $100,480. The total administrative staff for the Houston County schools is 15 with a total salary of $304,658.

Extra duty positions number 111 and cost the Houston County schools $61,596. The number of extra duty positions range from 18 to 40 and cost from $10,850 to $21,481.

The total number of secondary teachers for Houston County schools is 146. Agriculture has the least number with 4 instructors and English the highest with 23 instructors.

Three of the districts have no director for community services and one of them has a part-time director. Various types of programs are included in these services.

There are a total of 239 students in special education. These include: Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR), Special Learning Behavior Problems (SLBP), speech and hearing. There are 14.33 teachers for these students. SLBP and speech encompass the largest number of students.

The information for Houston County schools summarized in this narrative can be examined in more detail in the following table.

TABLE 5

| HOUSTON COUNTY | SIZE | | SCHOOL BUILDINGS | | ENROLLMENT & PROJECTIONS | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | PRESENT | | | | | | | | | | | | | | PROJECTED | | | |
| DISTRICT | SQUARE MILES | EXTENSION | NUMBER | CONSTRUCTION DATE | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL | 1 YR OLDS | 2 YR OLDS | 3 YR OLDS | 4 YR OLDS | TOTAL |
| CALEDONIA | 225 | | 4 | 1951-1963 | 76 | 70 | 74 | 73 | 68 | 75 | 90 | 84 | 83 | 142 | 142 | 162 | 140 | 1,279 | 71 | 72 | 81 | 82 | 306 |
| HOUSTON | 152 | Winona 25 | 2 | 1939-1970 | 42 | 41 | 45 | 48 | 55 | 59 | 61 | 59 | 55 | 53 | 61 | 57 | 46 | 682 | 26 | 28 | 25 | 32 | 111 |
| LACRESCENT | 93 | Winona 22 | 3 | 1949-1965 | 137 | 82 | 92 | 93 | 96 | 89 | 97 | 128 | 140 | 162 | 155 | 163 | 150 | 1,584 | 85 | 99 | 89 | 91 | 364 |
| SPRING GROVE | 90 | | 3 | 1923-1968 | 45 | 37 | 36 | 37 | 40 | 39 | 42 | 44 | 45 | 39 | 42 | 50 | 33 | 529 | 25 | 34 | 31 | 51 | 141 |
| TOTAL | 560 | | 12 | | 300 | 230 | 247 | 251 | 259 | 262 | 290 | 315 | 323 | 396 | 400 | 432 | 369 | 4,074 | 207 | 233 | 226 | 256 | 922 |

TABLE 5 CONTINUED

CERTIFIED STAFF

| DISTRICT | CLASSROOM | | | | | | | | | | OTHER | | | ADMINISTRATION | | | TOTAL CERTIFIED STAFF |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | K | 1 | 2 | 3 | 4 | 5 | 6 | 7-12 | K-12 | TOTAL | 1 - 6 | 7 - 12 | TOTAL | 1 - 6 | 7 - 12 | K - 12 | |
| CALEDONIA | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 51 | | 76 | 4 | 2 | 6 | 1 | 2 | 1 | 86 |
| HOUSTON | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 17 | | 30 | 4 | 5 | 9 | 1 | 1 | 1 | 42 |
| LACRESCENT | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 52 | | 77 | 14 | 4 | 18 | 1 | 3 | 1 | 100 |
| SPRING GROVE | 1 | 2 | 2 | 1.5 | 1.5 | 1.5 | 1.5 | 17.5 | | 28.5 | 3.5 | 2 | 5.5 | 1 | 1 | 1 | 37 |
| TOTALS | 8 | 12 | 12 | 10.5 | 9.5 | 10.5 | 11.5 | 137.5 | | 211.5 | 25.5 | 13 | 38.5 | 4 | 7 | 4 | 265 |

TABLE 5 CONTINUED

| DISTRICT | NON-CERTIFIED STAFF | | | | | | | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. SALARY | CUSTODIAL STAFF | CLERICAL STAFF | FOOD SERVICE | BUS DRIVERS | TRANS. SUPPORT PERSONNEL | AIDES | TOTAL | NUMBER ROUTES | MILES 1-WAY | NUMBER BUSES USED | PUBLIC BUSES OWNED | PRIVATE BUSES OWNED | GARAGE OWNED | GARAGE RENTED | BUSES IN GARAGE | LATE BUS SERVICE |
| CALEDONIA | NO. | 10 | 6 | 11 | | | 10 | 37 | 23 | 730 | 23 | | X | | | | No |
| | SALARY | 65,900 | 34,600 | 27,600 | | | 28,000 | 156,100 | | | | | | | | | |
| HOUSTON | NO. | 4 | 3 | 4 | 9.5 | .66 | 2.5 | 23.66 | 9 | 304 | 11 | X | | | | | No |
| | SALARY | 29,177.62 | 18,965.46 | 29,933.39 | 29,334.38 | 8,640 | 8,768.08 | 124,818.93 | | | | | | | | | |
| LACRESCENT | NO. | 8 | 7 | 14 | | | 3 | 32 | 21 | 408.8 | 21 | | X | | | | Yes |
| | SALARY | 81,855 | 45,649 | 37,330 | | | 10,135 | 174,969 | | | | | | | | | |
| SPRING GROVE | NO. | 3 | 4 | 3.5 | 2 | | 1.5 | 14 | 7 | 303 | 7 | 2 | 5 | | | | No |
| | SALARY | 26,028 | 22,202 | 10,934 | 5,574 | | 3,482 | 68,220 | | | | | | | | | |
| TOTAL | NO. | 25 | 20 | 32.5 | 11.5 | .66 | 17 | 106.66 | 60 | 1,745.8 | 62 | | | | | | |
| | SALARY | 202,960.62 | 121,416.46 | 105,797.39 | 34,908.38 | 8,640 | 50,385.08 | 524,107.93 | | | | | | | | | |

TABLE 5 CONTINUED

ECONOMIC

| DISTRICT | EVALUATION BASE | | | | LUNCH PROGRAM | | | EXPENDITURES PER PUPIL UNIT | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | EABC | BONDED INDEBTEDNESS | ASSESSED VALUE | SCHOOL MILL RATES '77 | ADULT | SECONDARY | ELEMENTARY | PUPIL UNITS 1975-76 | ADMIN. COST | INST. SAL. | OTHER INST. | TRANS. | TOTAL PER PUPIL UNIT COST |
| CALEDONIA | 19,424,917 | 995,325 | 3,362,733 | 47.39 | .85 | .45 | .40 | 1,669 | 41 | 672 | 75 | 102 | 1,210 |
| HOUSTON | 9,433,163 | 730,000 | 6,682,779 | 62.10 | .85 | .45 | .35 | 807 | 63 | 653 | 70 | 67 | 1,221 |
| LACRESCENT | 17,313,485 | 1,533,000 | 11,862,446 | 43.83 | .85 | .50 | .45 | 1,950 | 27 | 586 | 82 | 67 | 1,171 |
| SPRING GROVE | 9,831,848 | ----- | 2,158,298 | 48.89 | .90 | .50 | .50 | 645 | 47 | 609 | 94 | 70 | 1,303 |
| AVERAGE (MEAN) | 14,000,853 | 1,086,108 | 6,016,564 | 50.55 | .86 | .48 | .43 | 1,268 | 45 | 630 | 90 | 77 | 1,229 |

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TABLE 5 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | 8,900 | Non-Degree | | | | | | | | 2 | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| CALEDONIA | 8,900 | 13,415 | 12 | | | | | B.A. | | 3 | 6 | 4 | 4 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | | | | |
| | 9,215 | 13,730 | 12 | | | | | B.A. + 15 | | | 1 | 4 | | 2 | | 1 | | 2 | 1 | 6 | 1 | | | |
| | 9,530 | 14,045 | 12 | | | | | B.A. + 30 | | | | | | | | | 2 | | | 13 | 1 | | | |
| | 9,845 | 14,675 | 13 | | | | | B.A. + 45 | | | | | | | | 1 | | 1 | | | 7 | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,160 | 14,990 | 13 | | M.A. | | 1 | | | | | | 1 | 1 | 2 | | 2 | 5 | 1 | | |
| | | | | 10,475 | 15,305 | 13 | | M.A. + 15 | | | | | | | 1 | | | 1 | | | 2 | 2 | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 4 | 7 | 8 | 4 | 5 | 3 | 6 | 4 | 7 | 2 | 22 | 16 | 3 | | |

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**TOTAL** COST 1976-1977 SALARY SCHEDULE - $1,122,795

**AVERAGE** SALARY PAID 1976-1977 - 12,338

TABLE 5 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| HOUSTON | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | | | | 9,300 | 14,175 | 13 | | B.A. | | 4 | 3 | 1 | 1 | 1 | 1 | 1 | | | | | | | | |
| | | | | 9,600 | 14,475 | 13 | | B.A. + 15 | | | 1 | | 1 | 1 | | 1 | 2 | 1 | 1 | 3 | | 2 | | |
| | | | | 9,900 | 14,775 | 13 | | B.A. + 30 | | | | | | | 1 | | 1 | | | | 2 | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,500 | 15,700 | 13 | | M.A. | | | | | | | | | | 1 | | | 3 | | | |
| | | | | 10,800 | 16,000 | 13 | | M.A. + 15 | | | | | | | | | | | 3 | | 1 | 1 | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 11,100 | 16,300 | 13 | | M.A. + 30 | | | | | | | | 1 | | | | | 1 | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 4 | 4 | 1 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 3 | 7 | 3 | | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $500,625

AVERAGE SALARY PAID 1976-1977 - 12,515.63

TABLE 5 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE |
|---|---|---|---|---|---|---|---|
| | MINIUM | MAXIUM | STEP | MINIMUM | MAXIUM | STEP | SALARIES |
| LACRESCENT | | | | | | | |
| | 8,960 | 12,020 | 9 | | | | |
| | 8,960 | 12,700 | 10 | | | | |
| | 8,960 | 14,060 | 13 | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | 9,410 | 14,850 | 14 | |
| | | | | 9,860 | 15,300 | 14 | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |

FACULTY SALARIES

| DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Non-Degree | | | | | | | | | | | | | | | | |
| 10-Month Contract | | | | | | | | | | | | | | | | |
| 2-Year | | | | | | | | | | | | | | | | |
| 3-Year | | | | | | | | | | | | | | | | |
| B.A. | | 5 | 1 | 3 | 1 | 2 | 2 | 2 | 4 | 2 | | | | | | |
| B.A. + 15 | | | | | 1 | 2 | | 1 | 2 | 2 | 5 | | | | | |
| B.A. + 30 | | | 1 | 1 | 1 | | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 15 | | |
| B.A. + 45 | | | | | | | | | | | | | | | | |
| M.A. Equivalent | | | | | | | | | | | | | | | | |
| M.A. | | | 1 | 1 | | 2 | 1 | | | | | 3 | | | 4 | |
| M.A. + 15 | | | 1 | | | | 1 | 1 | | 1 | 2 | | 2 | | 8 | |
| M.A. + 20 | | | | | | | | | | | | | | | | |
| M.A. + 30 | | | | | | | | | | | | | | | | |
| M.A. + 40 | | | | | | | | | | | | | | | | |
| M.A. + 45 | | | | | | | | | | | | | | | | |
| M.A. + 60 | | | | | | | | | | | | | | | | |
| 6-Year | | | | | | | | | | | | | | | | |
| Ed. Spec. | | | | | | | | | | | | | | | | |
| Doctorate | | | | | | | | | | | | | | | | |
| Total Staff | | 5 | 4 | 5 | 3 | 6 | 5 | 5 | 8 | 7 | 8 | 4 | 3 | 15 | 12 | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $1,112,100

AVERAGE SALARY PAID 1976-1977 - 12,357

TABLE 5 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| SPRING GROVE | 9,200 | 12,665 | 11 | | | | | B.A. | | 5 | 2.5 | 1 | 2 | 1 | | | | | | .5 | | | | |
| | 9,515 | 12,980 | 11 | | | | | B.A. + 15 | | | 1 | 1 | 1 | 2 | 2 | | | 1 | | 1 | | | | |
| | 9,830 | 13,610 | 12 | | | | | B.A. + 30 | | | | | | | | | 1 | | | | 3 | | | |
| | 10,145 | 13,925 | 12 | | | | | B.A. + 45 | | | | | | | | | | | | | 2 | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,460 | 14,240 | 12 | | M.A. | | | | | | | 1 | | | | | | 1 | | | |
| | | | | 10,775 | 14,555 | 12 | | M.A. + 15 | | | | | | | | | | | | | 3 | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 5 | 3.5 | 2 | 3 | 3 | 3 | | 1 | 1 | | 1.5 | 9 | | | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $366,220

AVERAGE SALARY PAID 1976-1977 - 11,444

TABLE 5 CONTINUED

SALARY/STAFF COMPARISONS

| HOUSTON | SALARIES | | | | NUMBER OF STAFF AT | | | | | NUMBER OF STEPS AT: | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MIN. | MAX. | AVE. SALARY | TOTAL COST 1976-77 SALARY SCHEDULE | NON-DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 |
| CALEDONIA | 8,900 | 15,305 | 12,338 | 1,122,795 | 2 | 27 | 43 | 13 | 6 | 21 | 16 | 35 | 19 |
| HOUSTON | 9,300 | 16,300 | 12,515.63 | 500,625 | | 12 | 17 | 4 | 7 | 9 | 9 | 12 | 10 |
| LACRESCENT | 8,960 | 15,300 | 12,357 | 1,112,100 | | 22 | 40 | 12 | 16 | 14 | 19 | 27 | 30 |
| SPRING GROVE | 9,200 | 14,555 | 11,444 | 366,220 | | 12 | 15 | 12 | 3 | 10.5 | 9 | 3.5 | 9 |
| TOTALS | | | | 3,101,740 | 2 | 73 | 115 | 31 | 32 | 54.5 | 53 | 77.5 | 68 |
| PERCENTAGES | | | | | 1% | 29% | 45% | 12% | 13% | 21% | 21% | 31% | 27% |

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TABLE 5 CONTINUED

ADMINISTRATION

| DISTRICT | NO. SALARY | SUPT. | ASST. SUPT. | H.S. PRIN. | MIDDLE JR. HS PRIN. | ELEM. PRIN. | ASST. PRIN. | BUS. MGR. | VOC. DIR. | OTHER | TOTAL NO./SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| CALEDONIA | NO. | 1 | | 1 | 1 | 1 | | | | | 4 |
| | SALARY | 25,500 | | 20,640 | 19,458 | 19,150 | | | | | 84,748 |
| HOUSTON | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 23,500 | | 20,500 | | 17,500 | | | | | 61,500 |
| LACRESCENT | NO. | 1 | | 2 | | 1 | | | | 1 | 5 |
| | SALARY | 25,680 | | 37,800 | | 18,800 | | | | 18,200 | 100,480 |
| SPRING GROVE | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 23,000 | | 18,230 | | 16,700 | | | | | 57,930 |
| TOTAL | NO. | 4 | | 5 | 1 | 4 | | | | 1 | 15 |
| | SALARY | 97,680 | | 97,170 | 19,458 | 72,150 | | | | 18,200 | 304,658 |

TABLE 5 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | DIRECTOR | | FOOTBALL | | BASKETBALL | | TRACK | | WRESTLING | | HOCKEY | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| CALEDONIA | NO. | 1 | | 6 | | 8 | | 2 | 1 | 5 | | | |
| | SALARY | 650 | | 3,350 | | 4,250 | | 925 | 575 | 3,450 | | | |
| HOUSTON | NO. | 1 | | 3 | | 3 | 2 | 1 | 1 | 2 | | | |
| | SALARY | 1,000 | | 2,300 | | 2,050 | 1,150 | 600 | 600 | 1,650 | | | |
| LACRESCENT | NO. | 1 | | 8 | | 8 | 3 | 3 | 1 | 5 | | 2 | |
| | SALARY | 900 | | 5,731 | | 5,102 | 1,124 | 1,392 | 320 | 3,189 | | 750 | |
| SPRING GROVE | NO. | 1 | | 3 | | 3 | 2 | 1 | 1 | 2 | | | |
| | SALARY | 900 | | 2,100 | | 2,050 | 1,200 | 550 | 350 | 1,400 | | | |
| TOTAL | NO. | 4 | | 20 | | 22 | 7 | 7 | 4 | 14 | | 2 | |
| | SALARY | 3,450 | | 13,481 | | 13,452 | 3,474 | 3,467 | 1,845 | 9,689 | | 750 | |

TABLE 5 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | GYMNASTICS | | SWIMMING | | VOLLEYBALL | | ONE-ACT | | DEBATE | | CHEERLEADING | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| CALEDONIA | NO. | | 2 | | | | 1 | 1 | 1 | | | | 1 |
| | SALARY | | 925 | | | | 575 | 225 | 225 | | | | 240 |
| HOUSTON | NO. | | 2 | | | | 2 | | 3 | | | | 1 |
| | SALARY | | 1,175 | | | | 1,150 | | 375 | | | | 300 |
| LACRESCENT | NO. | | 2 | | | | 2 | | 1 | | 1 | | 1 |
| | SALARY | | 804 | | | | 640 | | 216 | | 248 | | 130 |
| SPRING GROVE | NO. | | | | | | 1 | 1 | | | 1 | | 1 |
| | SALARY | | | | | | 650 | 400 | | | 200 | | 100 |
| TOTALS | NO. | | 6 | | | | 6 | 2 | 5 | | 2 | | 4 |
| | SALARY | | 2,904 | | | | 3,015 | 625 | 816 | | 448 | | 770 |

TABLE 5 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | CROSS COUNTRY | | DRILL TEAM | | MODERN DANCE | | GOLF | | PLAY-2 | | INTRAMURAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| CALEDONIA | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| HOUSTON | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| LACRESCENT | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| SPRING GROVE | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |

## TABLE 5 CONTINUED

## EXTRA DUTY PERSONNEL

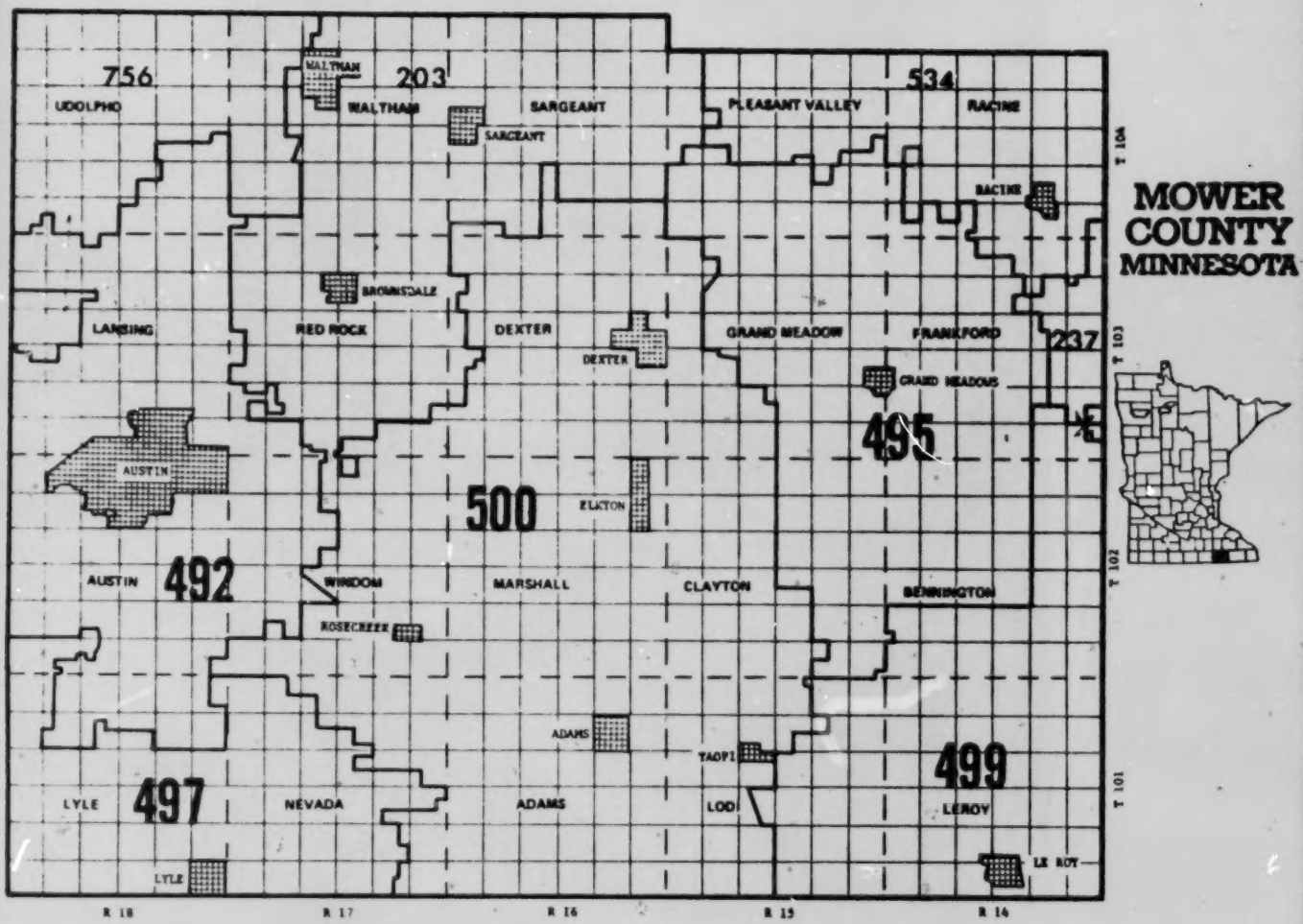
| DISTRICT | NO. SALARY | BASEBALL | | 3-ACT | | BAND | | TENNIS | | TOTALS | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W |
| CALEDONIA | NO. | 2 | | | | | | | | 25 | 6 |
| | SALARY | 925 | | | | | | | | 13,775 | 2,540 |
| HOUSTON | NO. | 1 | | | | | | | | 11 | 11 |
| | SALARY | 600 | | | | | | | | 8,200 | 4,750 |
| LACRESCENT | NO. | 2 | | | | | | | | 29 | 11 |
| | SALARY | 935 | | | | | | | | 17,999 | 3,482 |
| SPRING GROVE | NO. | 1 | | | | | | | | 12 | 6 |
| | SALARY | 950 | | | | | | | | 8,350 | 2,500 |
| | NO. | 6 | | | | | | | | 77 | 34 |
| | SALARY | 3,410 | | | | | | | | 48,324 | 13,272 |

TABLE 5 CONTINUED

| | NEGOTIATIONS | | | | | | NUMBER OF SECONDARY TEACHERS PER SUBJECT | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TEACHERS | | PRIN./ SUPT. | | NON-CERTIF. | | | | | | | | | | | | | | | | |
| DISTRICT | MEA | AFT | YES | NO | YES | NO | MATH | ENG. | SOC. STUD. | SCIEN. | HLTH | PHY. ED. | ART | MUSIC | BUS. OFFICE | HOME EC. | FOR. LANG. | AGR. | IND. ARTS | OTHER | TOTAL |
| CALEDONIA | X | | X | | | X | 6 | 8 | 7 | 6 | 4 | 2 | 4 | 3 | 2 | 1 | 2 | 3 | 3 | 51 | |
| HOUSTON | X | | | X | | X | 2 | 3 | 3 | 2 | | 2 | 2 | 2 | 1 | 1 | | 1 | 1 | | 20 |
| LACRESCENT | X | | | X | | X | 6 | 9 | 9 | 7 | 2 | 2 | 3 | 4 | 4 | 2 | 2 | 0 | 3 | | 53 |
| SPRING GROVE | X | | X | | | X | 2 | 3 | 3 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | | 22 |
| TOTAL | | | | | | | 16 | 23 | 22 | 16 | 7 | 6 | 8 | 12 | 9 | 6 | 5 | 4 | 9 | 3 | 146 |

TABLE 5 CONTINUED

| DISTRICT | COMMUNITY SERVICES: NONE | COMMUNITY SERVICES: PART-TIME | COMMUNITY SERVICES: FULL TIME | TEACHER / STUDENT | SPECIAL EDUCATION: EMR | TMR | SLBP | SPEECH | HEARING | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| CALEDONIA | | X | | TEACHERS | 3 | 1 | 3 | 1 | | 8 |
| | | | | STUDENTS | 26 | 5 | 45 | 34 | | 110 |
| HOUSTON | X | | | TEACHERS | 1.5 | | 2 | .33 | | 3.83 |
| | | | | STUDENTS | 15 | | 30 | | | 45 |
| LACRESCENT | X | | | TEACHERS | | 1 | | 1 | | 2 |
| | | | | STUDENTS | | 7 | | 50 | | 57 |
| SPRING GROVE | X | | | TEACHERS | | | | .5 | | .5 |
| | | | | STUDENTS | 4 | 1 | | 22 | | 27 |
| TOTALS | | | | TEACHERS | 4.5 | 2 | 5 | 2.83 | | 14.33 |
| | | | | STUDENTS | 45 | 13 | 75 | 106 | | 239 |


MOWER
COUNTY
MINNESOTA
756
UDOLPHO
WALTHAM
203
WALTHAM
SARGEANT
SARGEANT
PLEASANT VALLEY
534
RACINE
RACINE
T 104
BROWNSDALE
LANSING
RED ROCK
DEXTER
DEXTER
GRAND MEADOW
FRANKFORD
237
GRAND MEADOW
T 103
495
AUSTIN
500
ELKTON
AUSTIN
492
WINDOM
MARSHALL
CLAYTON
BENNINGTON
T 102
ROSECREEK
ADAMS
TAOPI
499
LYLE
497
NEVADA
ADAMS
LODI
LEROY
T 101
LYLE
LE ROY
R 18
R 17
R 16
R 15
R 14

## MOWER COUNTY

Mower County encompasses 532.75 square miles and has five school districts serving its students. Of those five school districts, Austin and Lyle extend into Freeborn County and LeRoy extends into Fillmore County.

The five school districts have 17 school buildings ranging in construction date from 1880 to 1970.

Present enrollment in Mower County schools is 3,757 students in K-6 and 4,610 in 7-12, making a total of 8,367 students attending school.

Based on the present census data, there are 1,891 one through four-year-olds in this county. Using the existing data, and not taking into account migration, emigration, and any other changes that might occur, the projected enrollments for K-12 in the fall of 1977 would be 8,091 students. Fall of 1978 would enroll 7,781 students, 1979, 7,426 students, and 1980 would enroll 7,108 students. Using only the available information, enrollments appear to be declining.

Certified staff for Mower County schools includes: 1) classroom teachers which are those in direct instructional setting with students, 2) other teachers which include those not in direct instructional setting or in administration, like librarians, counselors, psychologists, etc., and 3) administrators. The total number of classroom teachers is 151 in K-6 and 273.5 in 7-12. This gives a total of 424.5 classroom teachers. The counselors, librarians, etc. called other instructional teachers total 91. Administrators total 30.5 in Mower County.

Given the following data, existing student/teacher ratios are calculated. The present student to classroom teacher ratio in K-6 would be 24.9 and 16.9 in 7-12.

In addition to the certified, non-certified is also a part of the school district. Non-certified staff include: custodians, clerical personnel, food service personnel, bus drivers, aides, and others, totaling 343.5 and costing the districts in this county about $1,882,927.

Transportation of students to and from school is a necessary part of any district. Transportation of these 8,367 students in Mower County includes: 99 bus routes, 94 buses, and approximately 675 miles traveled one-way or 1,350 miles traveled each day. (Mileage not figured for Austin) Three of the five districts own garages. Three of the five run late bus service. These are LeRoy, Lyle, and Southland.

This report includes the following economic data: evaluation base, cost of the lunch program, expenditures per pupil unit, faculty salaries, administrative salaries, extra duty personnel costs, and others. The following averages (mean) for the Mower County school district includes: $32,144,097 EARC dollar value, $1,719,573 bonded indebtedness, and $24,734,842 assessed evaluations.

Table 6 provides comparisons of per pupil unit. (Based on 1975-76 data.) The averages (mean) for the Mower County schools are: administrative cost of $66, instructional salaries of $702, other instructional disbursements of $115, transportation disbursements of $88, and an average per pupil unit cost of $1,482.

Salary comparisons were based on the Minnesota School Board Association (MSBA) data. All schools have not reported this data to the MSBA at the time of this printing. The available data indicated that the lowest average salary was $10,848 and the highest average salary was $15,221 in the Mower County schools. The total cost for certified personnel in Mower County for 1976-77 was $7,460,331.

Comparing the staff at the Bachelor of Arts (BA) degree level and the Master of Arts (MA) degree level, the major part of the staff in Mower County is at BA and BA+ levels. About 68% of the people are located at this point. Most of the certified staff have teaching experience from steps 8 to 15. This represents about 66%.

In addition to comparing faculty salaries, comparisons can also be made with the administrative staff. The number of administrators ranges from 2 to 18. This costs these districts from $35,000 to $297,214. The total administrative staff for the Mower County schools is 30.5 with a total salary of $555,317.

Extra duty positions number 169 and cost the Mower County schools $140,263. The number of extra duty positions range from 12 to 84 and cost from $5,425 to $86,668.

The total number of secondary teachers for Mower County schools is 275.28. Foreign Language has the least number with 7.33 instructors and English the highest with 44 instructors.

Austin has a full-time director for community services and the others have part-time directors. Various types of programs are included in these services.

There are a total of 644 students in special education. These include: Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR), Special Learning Behavior Problems (SLBP), speech and hearing. There are 43.1 teachers for these students. SLBP and Speech encompass the largest number of students.

The information for Mower County schools summarized in this narrative can be examined in more detail in the following table.

TABLE 6

| MOWER COUNTY | SIZE | | SCHOOL BUILDINGS | | ENROLLMENT & PROJECTIONS | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | PRESENT | | | | | | | | | | | | | | PROJECTED | | | | |
| DISTRICT | SQUARE MILES | EXTENSION | NUMBER | CONSTRUCTION DATE | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL | 1 YR OLDS | 2 YR OLDS | 3 YR OLDS | 4 YR OLDS | TOTAL |
| AUSTIN | 138 | Freeborn 40 | 10 | | 377 | 379 | 383 | 361 | 379 | 430 | 453 | 517 | 550 | 552 | 574 | 530 | 546 | 6,031 | 303 | 316 | 334 | 387 | 1,340 |
| GRAND MEADOW | 94 | | 1 | 1955-1970 | 28 | 45 | 22 | 21 | 36 | 32 | 36 | 35 | 55 | 36 | 40 | 45 | 42 | 473 | 27 | 30 | 33 | 28 | 118 |
| LEROY | 36 | Fillmore 12 | 2 | 1934-1958 | 30 | 32 | 25 | 26 | 34 | 36 | 41 | 56 | 50 | 56 | 54 | 62 | 60 | 562 | 35 | 34 | 26 | 30 | 125 |
| LYLE | 64 | Freeborn 9 | 1 | 1956 | 31 | 21 | 18 | 22 | 25 | 20 | 29 | 26 | 23 | 25 | 25 | 26 | 45 | 336 | 20 | 16 | 16 | 24 | 76 |
| SOUTHLAND | 200.75 | | 3 | 1880's-1966 | 65 | 52 | 45 | 45 | 57 | 64 | 57 | 71 | 77 | 90 | 113 | 109 | 120 | 965 | 56 | 55 | 53 | 68 | 232 |
| TOTAL | 532.75 | | 17 | | 531 | 529 | 493 | 475 | 531 | 582 | 616 | 705 | 755 | 759 | 806 | 772 | 813 | 8,367 | 441 | 451 | 462 | 537 | 1,891 |

TABLE 6 CONTINUED

CERTIFIED STAFF

| | CLASSROOM | | | | | | | | | | OTHER | | | ADMINISTRATION | | | TOTAL CERTIFIED STAFF |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT | K | 1 | 2 | 3 | 4 | 5 | 6 | 7-12 | K-12 | TOTAL | 1 - 6 | 7 - 12 | TOTAL | 1 - 6 | 7 - 12 | K - 12 | |
| AUSTIN | 8.5 | 18 | 17 | 15 | 15 | 16 | 15 | 198 | | 302.5 | 32 | 32 | 64 | 7 | 10 | 1 | 384.5 |
| GRAND MEADOW | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 14.5 | | 25.5 | 2.5 | 4 | 6.5 | 1 | 1 | 1 | 35 |
| LEROY | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 20 | | 31 | 1.5 | 3 | 4.5 | .5 | 1 | 1 | 38 |
| LYLE | .5 | 1 | 1 | 1 | 1 | 1 | 1 | 6 | | 12.5 | 1 | 1 | 2 | | 1 | 1 | 16.5 |
| SOUTHLAND | 2 | 3 | 2.5 | 2.5 | 3 | 3 | -- | 35 | 2 | 53 | 8.5 | 5.5 | 14 | 1 | 3 | 1 | 72 |
| TOTAL | 13 | 26 | 22.5 | 20.5 | 23 | 24 | 20 | 273.5 | 2 | 424.5 | 45.5 | 45.5 | 91 | 9.5 | 16 | 5 | 546 |

TABLE 6 CONTINUED

| DISTRICT | NON-CERTIFIED STAFF | | | | | | | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. SALARY | CUSTODIAL STAFF | CLERICAL STAFF | FOOD SERVICE | BUS DRIVERS | TRANS. SUPPORT PERSONNEL | AIDES | TOTAL | NUMBER ROUTES | MILES 1-WAY | NUMBER BUSES USED | PUBLIC BUSES OWNED | PRIVATE BUSES OWNED | GARAGE OWNED | GARAGE RENTED | BUSES IN GARAGE | LATE BUS SERVICE |
| AUSTIN | NO. | 75 | 60 | 43 | | | 71 | 249 | 66 | Unknown | 60 | | X | No | No | | No |
| | SALARY | 775,075 | 334,871 | 176,100 | | | 184,540 | 1,470,586 | | | | | | | | | |
| GRAND MEADOW | | 3 | 4 | 6 | 6 | .5 | 3 | 12.5 | 6 | 100 | 7 | X | | X | | | No |
| | SALARY | 29,500 | 15,400 | 19,000 | 12,300 | 6,200 | 1,400 | 83,800 | | | | | | | | | |
| LEROY | No. | 5 | 2 | 4 | 9 | 1 | 2 | 23 | 9 | 225 | 9 | X | | ---Both--- | | | Yes |
| | SALARY | 35,000 | 8,000 | 14,000 | 28,000 | 3,000 | 4,000 | 92,000 | | | | | | | | | |
| LYLE | NO. | 2 | 2 | 3 | 4 | | 1 | 12 | 4 | 88 | 4 | X | | X | | | Yes |
| | SALARY | 17,000 | 14,000 | 11,700 | 21,800 | | 2,000 | 66,500 | | | | | | | | | |
| SOUTHLAND | NO. | 5 | 6 | 9 | 3 | | 14 | 37 | 14 | 262 | 14 | ---Both--- | | | | | Yes |
| | | 49,500 | 34,300 | 29,510 | 10,584 | | 46,147 | 170,041 | | | | | | | | | |
| TOTAL | NO. | 90 | 74 | 65 | 22 | 1.5 | 91 | 343.5 | 99 | 675 | 94 | | | | | | |
| | SALARY | 906,075 | 406,571 | 250,310 | 72,684 | 9,200 | 238,087 | 1,882,927 | | | | | | | | | |

TABLE 6 CONTINUED

ECONOMIC

| DISTRICT | EVALUATION BASE | | | | LUNCH PROGRAM | | | EXPENDITURES PER PUPIL UNIT | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | EARC | BONDED INDEBTEDNESS | ASSESSED VALUE | SCHOOL MILL RATES '77 | ADULT | SECONDARY | ELEMENTARY | PUPIL UNITS 1975-76 | ADMIN. COST | INST. SAL. | OTHER INST. | TRANS. | TOTAL PER PUPIL UNIT COST |
| AUSTIN | 91,540,193 | 7,030,000 | 84,044,228 | 52.35 | .90 | .50 | .50 | 7,607 | 50 | 759 | 86 | 63 | 1,464 |
| GRAND MEADOW | 10,500,000 | 592,000 | 8,805,323 | 55.22 | .90 | .50 | .40 | 575 | 57 | 685 | 134 | 74 | 1,553 |
| LEROY | 13,143,507 | 130,000 | 9,226,786 | 50.45 | .85 | .40 | .35 | 700 | 54 | 666 | 75 | 78 | 1,330 |
| LYLE | 7,779,864 | 416,475 | 1,771,174 | 49.65 | .85 | .50 | .45 | 391 | 97 | 653 | 131 | 90 | 1,443 |
| SOUTHLAND | 24,123,210 | 429,392 | 19,826,697 | 46.15 | .85 | .55 | .45 | 1,220 | 65 | 746 | 149 | 137 | 1,621 |
| AVERAGE (MEAN) | 29,417,354 | 1,719,573 | 24,734,842 | 50.76 | .87 | .49 | .43 | 2,099 | 66 | 702 | 115 | 88 | 1,482 |

TABLE 6 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| AUSTIN | 9,029 | 15,186 | 12 | | | | | B.A. | | 9 | 11 | 11 | 4 | 3 | 2 | 3 | | 1 | 3 | | 17 | | | |
| | 9,190 | 15,677 | 12 | | | | | B.A. + 15 | | 2 | 2 | 2 | 5 | 6 | | 4 | 3 | 3 | 4 | 5 | 18 | | | |
| | 9,408 | 16,311 | 12 | | | | | B.A. + 30 | | 2 | | 3 | 5 | 1 | 3 | 1 | 2 | 6 | | 5 | 18 | | | |
| | 9,626 | 17,042 | 12 | | | | | B.A. + 45 | | 2 | 1 | | 2 | | 1 | 2 | 1 | 3 | 7 | 5 | 36 | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,845 | 17,773 | 12 | | M.A. | | 1 | 3 | | | | 3 | 1 | 2 | 5 | 3 | 5 | 46 | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 10,151 | 18,442 | 12 | | M.A. + 30 | | | | | | | | 1 | | | 2 | 2 | 17 | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | 10,480 | 18,968 | 12 | | 6-Year | | | | | | | | | | | 6 | 1 | 52 | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 16 | 17 | 16 | 16 | 10 | 9 | 12 | 8 | 18 | 25 | 23 | 204 | | | |

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TOTAL COST 1976-1977 SALARY SCHEDULE - $5,692,753

AVERAGE SALARY PAID 1976-1977 - 15,221

TABLE 6 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| GRAND MEADOW | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | 10,195 | 3-Year | | | | | | | | 1 | | | | | | | | |
| | 9,153 | 13,515 | 12 | | | | | B.A. | | 3 | 3 | 3 | 2 | 1 | 1 | 3 | 1 | 1 | | | 9 | | | |
| | | | | | | | | B.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,955 | 14,670 | 13 | | M.A. | | | | 1 | | | 2 | | | | | | | 1 | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 3 | 3 | 4 | 2 | 1 | 3 | 4 | 1 | 1 | | | 9 | 1 | | |



TOTAL COST 1976-1977 SALARY SCHEDULE - $363,610

AVERAGE SALARY PAID 1976-1977 - 11,362.81

TABLE 6 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE | FACULTY SALARIES | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MINIMUM | MAXIMUM | STEP | MINIMUM | MAXIMUM | STEP | SALARIES | DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| LEROY - OSTRANDER | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,050 | 13,275 | 13 | | | | | B.A. | | 6 | 2 | 4 | 3 | 3 | 2 | 1 | | 1 | | | | 5 | | |
| | 9,250 | 13,475 | 13 | | | | | B.A. + 15 | | | | | | | 4 | | | | | | | 2 | | |
| | 9,450 | 13,675 | 13 | | | | | B.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,850 | 14,075 | 13 | | M.A. | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 6 | 2 | 4 | 3 | 3 | 6 | 1 | | 1 | | | | 7 | | |

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**TOTAL COST 1976-1977 SALARY SCHEDULE** - $379,675

**AVERAGE SALARY PAID 1976-1977** - 10,848

TABLE 6 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE | FACULTY SALARIES | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MINIUM | MAXIUM | STEP | MINIMUM | MAXIUM | STEP | SALARIES | DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| LYLE | 9,125 | 12,247 | 10 | | | | | B.A. | | 2 | | | 3 | | 1 | | | | 3 | | | | | |
| | 9,275 | 12,397 | 10 | | | | | B.A. + 15 | | | | | | 2 | | | | | 6 | | | | | |
| | 9,425 | 12,855 | 10 | | | | | B.A. + 30 | | | | | | | | | | 1 | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,625 | 13,055 | 10 | | M.A. | | | | | | | | | | | 1 | | | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 2 | | | 3 | 2 | 1 | | | 1 | 10 | | | | | |



TOTAL COST 1976-1977 SALARY SCHEDULE - $216,143

AVERAGE SALARY PAID 1976-1977 - 11,376

222

223

TABLE 6 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| SOUTHLAND | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,000 | 13,290 | 12 | | | | | B.A. | | 2 | 3 | 5 | 3 | | 2 | 2 | 1 | 1 | 2 | 5 | | | | |
| | 9,250 | 13,540 | 12 | | | | | B.A. + 15 | | | 2 | 3 | 1 | 1 | 2 | 1 | 1 | 2 | | 5 | 3 | | | |
| | 9,500 | 13,970 | 12 | | | | | B.A. + 30 | | | | 2 | | | | | | 1 | 1 | 3 | 1 | | | |
| | 9,750 | 14,640 | 13 | | | | | B.A. + 45 | | 1 | | | | | | | 1 | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,000 | 15,340 | 14 | | M.A. | | | | | | | | 1 | 4 | 1 | | | 4 | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 3 | 5 | 10 | 4 | 1 | 4 | 4 | 9 | 5 | 3 | 13 | 8 | | | |

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**TOTAL COST 1976-1977 SALARY SCHEDULE** - $808,150

**AVERAGE SALARY PAID 1976-1977** - 11,712

TABLE 6 CONTINUED

SALARY/STAFF COMPARISONS

| MOWER | SALARIES | | | | NUMBER OF STAFF AT | | | | | NUMBER OF STEPS AT | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MIN. | MAX. | AVE. SALARY | TOTAL COST 1976-77 SALARY SCHEDULE | NON-DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 |
| AUSTIN | 9,029 | 18,968 | 15,221 | 5,692,753 | | 64 | 160 | 69 | 81 | 49 | 47 | 74 | 204 |
| GRAND MEADOW | 9,153 | 14,670 | 11,362.81 | 363,610 | 1 | 27 | | 4 | | 11 | 9 | 2 | 10 |
| LEROY-OSTRANDER | 9,050 | 14,075 | 10,848 | 379,675 | | 27 | 6 | 2 | | 12 | 13 | 1 | 9 |
| LYLE | 9,125 | 13,055 | 11,376 | 216,143 | | 9 | 9 | 1 | | 2 | 6 | 11 | |
| SOUTHLAND | 9,000 | 15,340 | 11,712 | 808,150 | | 28 | 31 | 10 | | 18 | 13 | 30 | 8 |
| TOTALS | | | | 7,460,331 | 1 | 155 | 206 | 86 | 81 | 92 | 80 | 118 | 231 |
| PERCENT | | | | | 1% | 29% | 39% | 16% | 15% | 17% | 17% | 22% | 44% |

TABLE 6 CONTINUED

ADMINISTRATION

| DISTRICT | NO. / SALARY | SUPT. | ASST. SUPT. | H.S. PRIN. | MIDDLE JR. HS PRIN. | ELEM. PRIN. | ASST. PRIN. | BUS. MGR. | VOC. DIR. | OTHER | TOTAL NO./SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| AUSTIN | NO. | 1 | | 1 | 1 | 7 | 3 | 1 | 1 | 3 | 18 |
| | SALARY | 36,000 | | 25,891 | 24,150 | 21,145 | 65,945 | 25,310 | 26,000 | 72,773 | 297,214 |
| GRAND MEADOW | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 25,000 | | 18,500 | | 17,000 | | | | | 60,500 |
| LEROY | NO. | 1 | | 1 | | .5 | | | | | 2.5 |
| | SALARY | 23,000 | | 20,000 | | 11,000 | | | | | 54,000 |
| LYLE | NO. | 1 | | 1 | | | | | | | 2 |
| | SALARY | 20,000 | | 15,000 | | | | | | | 35,000 |
| SOUTHLAND | NO. | 1 | | 1 | 1 | 1 | 1 | | | | 5 |
| | SALARY | 27,820 | | 22,202 | 20,597 | 21,132 | 16,852 | | | | 108,603 |
| TOTAL | NO. | 5 | | 5 | 2 | 9.5 | 4 | 1 | 1 | 3 | 30.5 |
| | SALARY | 131,820 | | 101,593 | 44,747 | 70,277 | 82,797 | 25,310 | 26,000 | 72,773 | 555,317 |

TABLE 6 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | DIRECTOR | | FOOTBALL | | BASKETBALL | | TRACK | | WRESTLING | | HOCKEY | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| AUSTIN | NO. | 1 | | 10 | | 9 | 5 | 6 | 5 | 5 | | 2 | |
| | SALARY | 22,577 | | 10,755 | | 8,382 | 2,121 | 4,563 | 1,957 | 4,933 | | 2,760 | |
| GRAND MEADOW | NO. | 1 | | 4 | | 3 | 3 | 1.5 | 1.5 | 2 | | | |
| | SALARY | 900 | | 2,900 | | 2,200 | 2,200 | 1,000 | 1,000 | 1,440 | | | |
| LEROY | NO. | 1 | | 4 | | 3 | 3 | 1 | 1 | 3 | | | |
| | SALARY | 730 | | 3,100 | | 2,540 | 2,025 | 550 | 550 | 2,080 | | | |
| LYLE | NO. | 1 | | 2 | | 2 | 2 | | | | | | |
| | SALARY | ---- | | 1,250 | | 1,250 | 1,250 | | | | | | |
| SOUTHLAND | NO. | | | 6 | | 5 | 4 | 2.5 | 3 | 2 | | | |
| | SALARY | | | 4,335 | | 3,590 | 2,845 | 1,500 | 1,680 | 1,865 | | | |
| TOTAL | NO. | 4 | | 26 | | 22 | 17 | 11 | 10.5 | 12 | | 2 | |
| | SALARY | 24,207 | | 23,340 | | 17,962 | 10,441 | 7,613 | 5,187 | 10,318 | | 2,760 | |

TABLE 6 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | GYMNASTICS M | GYMNASTICS W | SWIMMING M | SWIMMING W | VOLLEYBALL M | VOLLEYBALL W | ONE-ACT M | ONE-ACT W | DEBATE M | DEBATE W | CHEERLEADING M | CHEERLEADING W |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AUSTIN | NO. | 3 | 6 | 4 | 5 | 3 | 1 | 1 | | | | | 2 |
| | SALARY | 3,412 | 2,872 | 4,260 | 2,361 | 1,863 | 1,078 | 1,078 | | | | | 1,062 |
| GRAND MEADOW | NO. | | | | | 2 | 1 | | | | | | 1 |
| | SALARY | | | | | 1,000 | 288 | | | | | | 192 |
| LEROY | NO. | | | | | | 2 | | 1 | | | | 1 |
| | SALARY | | | | | | 1,380 | | 150 | | | | 250 |
| LYLE | NO. | | | | | | 2 | 1 | | | | 1 | |
| | SALARY | | | | | | 800 | 125 | | | | 150 | |
| SOUTHLAND | NO. | | 2 | | | | 3 | | 1 | | | | |
| | SALARY | | 940 | | | | 1,840 | | 180 | | | | |
| TOTALS | NO. | 3 | 8 | 4 | 5 | 5 | 9 | 2 | 2 | | | 1 | 4 |
| | SALARY | 3,412 | 3,812 | 4,260 | 2,361 | 2,863 | 5,386 | 1,203 | 330 | | | 150 | 1,504 |

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TABLE 6 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | CROSS COUNTRY | | DRILL TEAM | | MODERN DANCE | | GOLF | | PLAY-2 | | INTRAMURAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| AUSTIN | NO. | 2 | | | | | | 2 | 1 | | | | |
| | SALARY | 1,202 | | | | | | 1,234 | 212 | | | | |
| GRAND MEADOW | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| LEROY | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| LYLE | NO. | | | | | | | | | 1 | | | |
| | SALARY | | | | | | | | | 600 | | | |
| SOUTHLAND | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| TOTALS | NO. | 2 | | | | | | 2 | 1 | 1 | | | |
| | SALARY | 1,202 | | | | | | 1,234 | 212 | 600 | | | |

TABLE 6 CONTINUED

EXTRA DUTY PERSONNEL

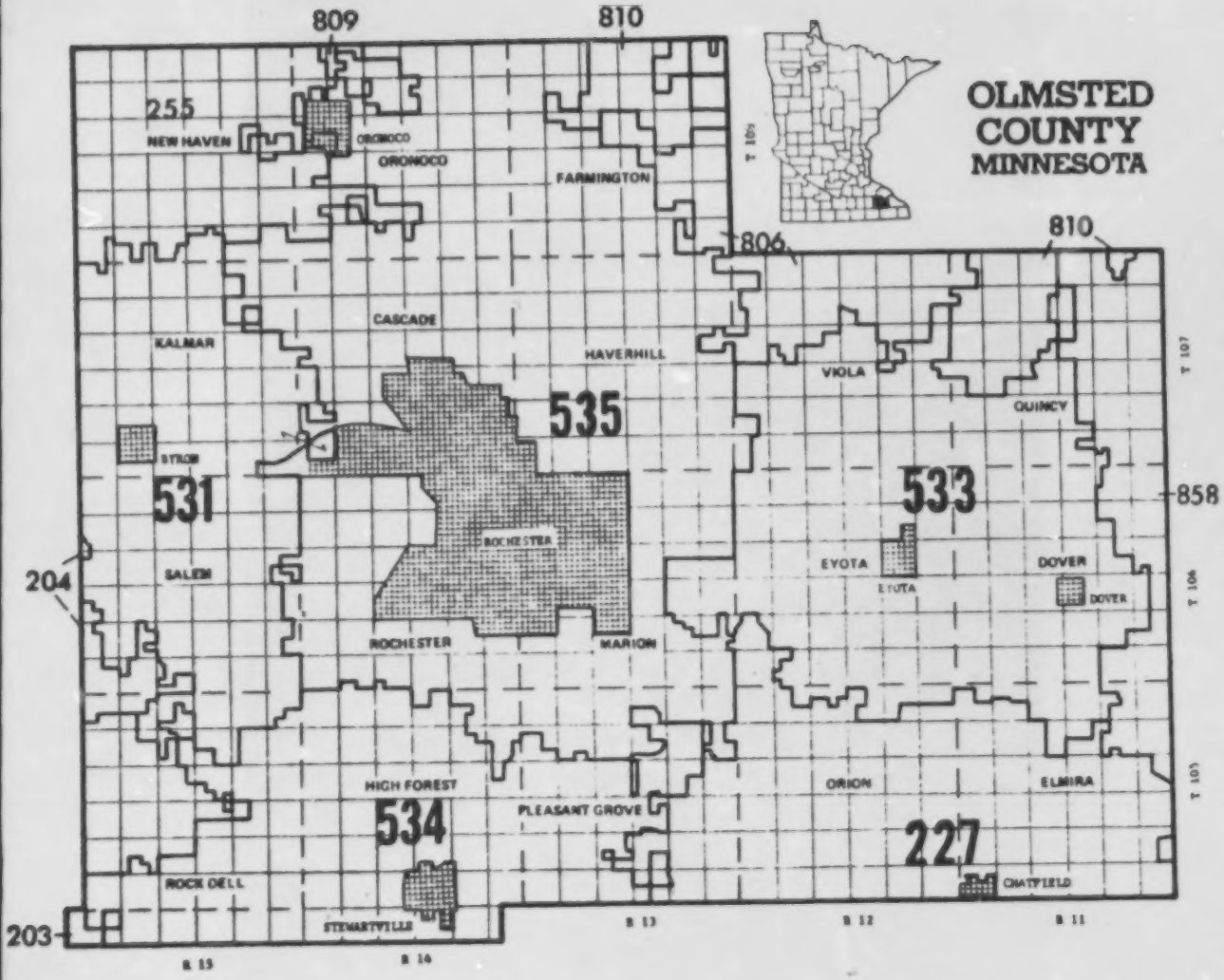
| DISTRICT | NO. SALARY | BASEBALL | | 3-ACT | | BAND | | TENNIS | | TOTALS | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W |
| AUSTIN | NO. | 7 | | | | | | 2 | 2 | 57 | 27 |
| | SALARY | 5,578 | | | | | | 1,234 | 1,174 | 73,831 | 12,837 |
| GRAND MEADOW | NO. | 1 | | | | | | | | 14.5 | 6.5 |
| | SALARY | 600 | | | | | | | | 10,040 | 3,680 |
| LEROY | NO. | 1 | | | | | | | | 13 | 8 |
| | SALARY | 800 | | | | | | | | 9,800 | 4,355 |
| LYLE | NO. | | | | | | | | | 8 | 4 |
| | SALARY | | | | | | | | | 3,375 | 2,050 |
| SOUTHLAND | NO. | 2.5 | | | | | | | | 18 | 13 |
| | SALARY | 1,500 | | | | | | | | 12,790 | 7,485 |
| TOTALS | NO. | 11.5 | | | | | | 2 | 2 | 110.5 | 58.5 |
| | SALARY | 8,478 | | | | | | 1,234 | 1,174 | 109,836 | 30,407 |

TABLE 6 CONTINUED

| | NEGOTIATIONS | | | | | | NUMBER OF SECONDARY TEACHERS PER SUBJECT | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TEACHERS | | PRIN./ SUPT. | | NON-CERTIF. | | | | | | | | | | | | | | | |
| DISTRICT | MEA | AFT | YES | NO | YES | NO | MATH | ENG. | SOC. STUD. | SCIEN. | HLTH | PHY. ED. | ART | MUSIC | BUS. OFFICE | HOME EC. | FOR. LANG. | AGR. | IND. ARTS | OTHER | TOTAL |
| AUSTIN | X | | X | | X | | 21 | 34 | 27 | 23 ⟶ | | 13 | 13 | 18 | 13 | 10 | 7 | 1 | 18 | | 198 |
| GRAND MEADOW | X | | | X | | X | 2 | 2 | 2 | 1.5 | 1.5 | 1.5 | 1 | 2.2 | 1.5 | 1 | | 1 | 1 | 2.5 | 20.7 |
| LEROY | X | | | X | | X | 2 | 3 | 3 | 2 | | 2 | 1 | 2 | 1 | 1 | | 1 | 1 | | 19 |
| LYLE | X | | | X | | X | 1 | 1 | 1 | 1 | .5 | 1 | .25 | 1 | .5 | .5 | 0 | 1 | .5 | | 9.25 |
| SOUTHLAND | X | | | X | | X | 2 | 4 | 3 | 2 | 2 ⟶ | | .5 | 1.5 | 2.5 | 1.5 | .33 | 4 | 2 | 3 | 28.33 |
| TOTAL | | | | | | | 28 | 44 | 36 | 29.5 | 4 | 17.5 | 15.75 | 24.7 | 18.5 | 14 | 7.33 | 8 | 22.5 | 5.5 | 275.28 |

TABLE 6 CONTINUED

| DISTRICT | COMMUNITY SERVICES | | | SPECIAL EDUCATION | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NONE | PART-TIME | FULL TIME | TEACHER / STUDENT | EMR | TMR | SLBP | SPEECH | HEARING | TOTAL |
| AUSTIN | | | X | TEACHERS | 6 | 6 | 15 | 4 | 1 | 32 |
| | | | | STUDENTS | 62 | 52 | 112 | 233 | 5 | 464 |
| GRAND MEADOW | | X | | TEACHERS | 1 | | 1 | .4 | | 2.4 |
| | | | | STUDENTS | 4 | | 15 | 13 | | 32 |
| LEROY | | X | | TEACHERS | | | 2 | .5 | | 2.5 |
| | | | | STUDENTS | | | 30 | 15 | | 45 |
| LYLE | | X | | TEACHERS | | | 1 | .2 | | 1.2 |
| | | | | STUDENTS | | | 16 | 10 | | 26 |
| SOUTHLAND | | X | | TEACHERS | 1 | 1 | 2 | 1 | | 5 |
| | | | | STUDENTS | 15 | 6 | 25 | 30 | 1 | 77 |
| TOTAL | | | | TEACHERS | 8 | 7 | 21 | 6.1 | 1 | 43.1 |
| | | | | STUDENTS | 81 | 58 | 198 | 301 | 6 | 644 |


809
810
255
NEW HAVEN
ORONOCO
ORONOCO
FARMINGTON
T 105
OLMSTED
COUNTY
MINNESOTA
806
810
CASCADE
KALMAR
HAVERHILL
VIOLA
QUINCY
T 107
535
533
858
531
BYRON
SALEM
204
ROCHESTER
ROCHESTER
EYOTA
EYOTA
DOVER
DOVER
T 106
MARION
ORION
ELMIRA
T 105
HIGH FOREST
534
PLEASANT GROVE
227
ROCK DELL
OAKFIELD
203
STEWARTVILLE
R 13
R 14
R 13
R 12
R 11

## OLMSTED COUNTY

Olmsted County encompasses 1,042.79 square miles and has five school districts serving its students. Of those five school districts, Stewartville extends into Mower and Fillmore Counties, Rochester extends into Wabasha County, Chatfield extends into Fillmore and Winona Counties, and Byron extends into Dodge County.

The five school districts have 46 school buildings ranging in construction date from 1900 to 1977.

Present enrollment in Olmsted County schools is 10,223 students in K-6 and 10,131 in 7-12, making a total of 20,354 students attending school.

Based on the present census data, there are 5,381 one through four-year-olds in this county. Using the existing data, and not taking into account migration, emigration, and any other changes that might occur, the projected enrollments for K-12 in the fall of 1977 would be 20,150 students. Fall of 1978 would enroll 19,865 students; 1979, 19,342 students, and 1980 would enroll 18,894 students. Using only the available information, enrollments appear to be declining.

Certified staff for Olmsted County schools includes: 1) classroom teachers which are those in direct instructional setting with students, 2) other teachers which include those not in direct instructional setting or in administration, like librarians, counselor, psychologists, etc., and 3) administrators. The total number of classroom teachers is 420.5 in K-6 and 540.67 in 7-12. This gives a total number of 961.17 classroom teachers. The counselors, librarians, etc. called other instructional teachers total 219.2. Administrators total 62 in Olmsted County.

Given the following data, existing student/teacher ratios are calculated. The present student to classroom teacher ratio in K-6 would be 24.3 and 18.7 in 7-12.

In addition to the certified, non-certified is also a part of the school district. Non-certified staff include: custodians, clerical personnel, food service personnel, bus drivers, aides and others, totaling 614 and costing the districts in this county about $3,990,856.

Transportation of students to and from school is a necessary part of any district. Transportation of these 20,354 students in Olmsted County includes: 275 bus routes, 174 buses, and approximately 3,903 miles traveled one-way or 7,806 miles traveled each day. Two of the five districts own garages. Only Byron runs a late bus service.

This report includes the following economic data: evaluation base, cost of the lunch program, expenditures per pupil unit, faculty salaries, administrative salaries, extra duty personnel costs, and others. The following averages (mean) for the Olmsted County school district includes: $82,944,637 EARC dollar value, $23,133,400 bonded indebtedness, and $65,286,855.20 assessed evaluations.

Table 7 provides comparisons of per pupil unit. (Based on 1975-76 data.) The averages (mean) for the Olmsted County schools are: administrative cost of $35, instructional salaries of $684, other instructional disbursements of $85, transportation disbursements of $75, and an average per pupil unit cost of $1,336.

Salary comparisons were based on the Minnesota School Board Association (MSBA) data. All schools have not reported this data to the MSBA at the time of this printing. The available data indicated that the lowest average salary was $10,872.20 and the highest average salary was $16,282 in the Olmsted County schools. The total cost for certified personnel in Olmsted County for 1976-77 was $18,915,117.50.

Comparing the staff at the Bachelor of Arts (BA) degree level and the Master of Arts (MA) degree level, the major part of the staff in Olmsted County is at BA and BA+ levels. About 56% of the people are located at this point. Most of the certified staff have teaching experience from steps 8 to 15. This represents about 69%.

In addition to comparing faculty salaries, comparisons can also be made with the administrative staff. The number of administrators ranges from 3 to 43. This costs these districts from $65,550 to $1,174,900. The total administrative staff for the Olmsted County schools is 61 with a total salary of $1,554,131.

Extra duty positions number 221 and cost the Olmsted County schools $201,593. The number of extra duty positions range from 21 to 109 and cost from $14,020 to $126,826.

The total number of secondary teachers for Olmsted County schools is 591.37. Agriculture has the least number with nine instructors and English the highest with 81.5 instructors.

Two of the districts have no director for community services, two of them have a part-time director, and one has a full-time director. Various types of programs are included in these services.

There are a total of 1,896 students in special education. These include: Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR), Special Learning Behavior Problems (SLBP), speech and hearing. There are 118.2 teachers for these students. SLBP and speech encompass the largest number of students.

The information for Olmsted County schools summarized in this narrative can be examined in more detail in the following table.

TABLE 7

| OLMSTED | SIZE | | SCHOOL BUILDINGS | | ENROLLMENT & PROJECTIONS | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | PRESENT | | | | | | | | | | | | | | PROJECTED | | | | |
| DISTRICT | SQUARE MILES | EXTENSION | NUMBER | CONSTRUC-TION DATE | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL | 1 YR OLDS | 2 YR OLDS | 3 YR OLDS | 4 YR OLDS | TOTAL |
| BYRON | 58 | Dodge 2 | 2 | 1917-1967 | 119 | 117 | 90 | 89 | 84 | 90 | 86 | 97 | 124 | 115 | 104 | 92 | 82 | 1,289 | 65 | 69 | 76 | 68 | 278 |
| CHATFIELD | 500 | Olmsted 270<br>Fillmore 300<br>Winona 30 | 2 | 1915-1967 | 85 | 81 | 74 | 82 | 77 | 73 | 92 | 96 | 79 | 98 | 93 | 99 | 88 | 1,117 | 66 | 55 | 71 | 71 | 263 |
| DOVER-EYOTA | 125 | | 3 | 1924-1961 | 80 | 67 | 64 | 53 | 63 | 62 | 62 | 73 | 62 | 73 | 71 | 67 | 62 | 839 | 72 | 44 | 41 | 61 | 218 |
| ROCHESTER | 222 | Wabasha 11 | 36 | 1915-1977 | 1205 | 1145 | 1091 | 948 | 1009 | 996 | 1161 | 1204 | 1245 | 1305 | 1376 | 1204 | 1299 | 15,188 | 998 | 992 | 1018 | 1138 | 4,146 |
| STEWARTVILLE | 137.79 | Olmsted 79.03<br>Mower 43.63<br>Fillmore 15.13 | 3 | 1900-1970 | 155 | 118 | 158 | 132 | 141 | 154 | 120 | 156 | 154 | 175 | 158 | 144 | 136 | 1,901 | 117 | 119 | 115 | 125 | 476 |
| TOTAL | 1,042.79 | | 46 | | 1644 | 1528 | 1477 | 1304 | 1374 | 1375 | 1521 | 1626 | 1664 | 1766 | 1802 | 1606 | 1667 | 20,345 | 1,318 | 1,279 | 1,321 | 1,463 | 5,381 |

TABLE 7 CONTINUED

CERTIFIED STAFF

| | CLASSROOM | | | | | | | | | | OTHER | | | ADMINISTRATION | | | TOTAL CERTIFIED STAFF |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT | K | 1 | 2 | 3 | 4 | 5 | 6 | 7-12 | K-12 | TOTAL | 1 - 6 | 7 - 12 | TOTAL | 1 - 6 | 7 - 12 | K - 12 | |
| BYRON | 2.5 | 5 | 4 | 4 | 3 | 3 | 5 | 29 | | 55.5 | 12 | 6 | 18 | 1 | 3 | 1 | 78.5 |
| CHATFIELD | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 27 | | 48 | 3 | 2 | 5 | 1 | 2 | 1 | 57 |
| DOVER-EYOTA | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 21 | | 40 | 4 | 6 | 10 | 1 | 2 | 1 | 54 |
| ROCHESTER | 28 | 48 | 50 | 48 | 43 | 47 | 47 | 414 | | 725 | 120 | 53 | 173 | 19 | 22 | 2 | 941 |
| STEWARTVILLE | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 49.67 | 4 | 92.67 | 7.4 | 5.8 | 13.2 | 2 | 2 | 2 | 111.87 |
| TOTAL | 37.5 | 65 | 66 | 64 | 57 | 62 | 65 | 540.67 | 4 | 961.17 | 146.4 | 72.8 | 219.2 | 24 | 31 | 7 | 1,242.37 |

TABLE 7 CONTINUED

| DISTRICT | NON-CERTIFIED STAFF | | | | | | | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. SALARY | CUSTODIAL STAFF | CLERICAL STAFF | FOOD SERVICE | BUS DRIVERS | TRANS. SUPPORT PERSONNEL | AIDES | TOTAL | NUMBER ROUTES | MILES 1-WAY | NUMBER BUSES USED | PUBLIC BUSES OWNED | PRIVATE BUSES OWNED | GARAGE OWNED | GARAGE RENTED | BUSES IN GARAGE | LATE BUS SERVICE |
| BYRON | NO. | 8 | 5 | 7 | 13 | 1 | 7 | 41 | 13 | 260 | 13 | X | | X | | 17 | Yes |
| | SALARY | 68,482 | 28,068 | 25,818 | 46,550 | 10,000 | 20,207 | 199,125 | | | | | | | | | |
| CHATFIELD | NO. | 6 | 5 | 7 | | | 1 | 19 | 13 | 390 | 13 | | X | | | | No |
| | SALARY | 56,940 | 33,050 | 16,416 | | | 5,500 | 111,906 | | | | | | | | | |
| DOVER - EYOTA | NO. | 5 | 5 | 13 | 13 | 1 | 2 | 39 | 14 | 196 | 14 | X | | X | | 16 | No |
| | SALARY | 49,500 | 27,367 | 19,850 | 45,500 | 9,000 | 8,000 | 159,217 | | | | | | | | | |
| ROCHESTER | NO. | 144 | 133 | 95 | | | 97 | 469 | 215 | 2,600 | 115 | | X | | | | No |
| | SALARY | 1,738,272 | 982,200 | 244,111 | | | 292,325 | 3,256,908 | | | | | | | | | |
| STEWART-VILLE | NO. | 11 | 10 | 10 | | | 15 | 46 | 20 | 457 | 19 | | X | | | | No |
| | SALARY | 114,000 | 69,600 | 41,000 | | | 39,100 | 263,700 | | | | | | | | | |
| TOTAL | NO. | 174 | 158 | 132 | 26 | 2 | 122 | 614 | 275 | 3,903 | 174 | | | | | 33 | |
| | SALARY | 2,027,194 | 1,140,285 | 347,195 | 92,050 | 19,000 | 365,132 | 3,990,856 | | | | | | | | | |

TABLE 7 CONTINUED

ECONOMIC

| DISTRICT | EVALUATION BASE | | | | LUNCH PROGRAM | | | EXPENDITURES PER PUPIL UNIT | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | EARC | BONDED INDEBTEDNESS | ASSESSED VALUE | SCHOOL MILL RATES '77 | ADULT | SECONDARY | ELEMENTARY | PUPIL UNITS 1975-76 | ADMIN. COST | INST. SAL. | OTHER INST. | TRANS. | TOTAL PER PUPIL UNIT COST |
| BYRON | 14,384,850 | 1,450,000 | 9,955,577 | 62.51 | .85 | .50 | .30 | 1,425 | 34 | 568 | 82 | 64 | 1,358 |
| CHATFIELD | 16,508,019 | 515,000 | 12,187,908 | 54.34 | .85 | .35 | .30 | 1,318 | 36 | 715 | 95 | 101 | 1,344 |
| DOVER-EYOTA | 13,850,000 | 620,000 | 8,739,780 | 56.44 | .85 | .45 | .40 | 1,013 | 41 | 622 | 63 | 74 | 1,185 |
| ROCHESTER | 345,298,000 | 11,302,000 | 277,405,965 | 59.93 | .85 | .50 | .45 | 18,005 | 24 | 884 | 102 | 64 | 1,559 |
| STEWARTVILLE | 24,682,319 | 1,780,000 | 18,145,046 | 61.04 | .85 | .45 | .35 | 2,160 | 42 | 610 | 83 | 71 | 1,232 |
| AVERAGE (MEAN) | 82,944,637 | 3,133,400 | 65,286,855 | 58.85 | .85 | .45 | .40 | 4,784 | 35 | 684 | 85 | 75 | 1,336 |

TABLE 7 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| BYRON | | | | | | | 10,600 | Non-Degree | | | | | | | | | | 1 | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,200 | 13,160 | 12 | | | | | B.A. | | 7 | 3.75 | 2 | 4 | 2 | 2.50 | 3 | 2 | 2 | 3 | 1 | 2 | | | |
| | 9,325 | 13,285 | 12 | | | | | B.A. + 15 | | | | 1 | 1 | 1 | 4.50 | 1 | | 1 | 2 | 3 | 3 | | | |
| | 9,450 | 13,410 | 12 | | | | | B.A. + 30 | | 1 | | | 3 | 1 | | | | | 1 | | 2 | | | |
| | 9,575 | 13,865 | 13 | | | | | B.A. + 45 | | | | | | | | | | | | | 2 | 1 | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,700 | 14,320 | 14 | | M.A. | | | 1 | | 1 | 1 | 1 | | | | | 2 | | 1 | 1 | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 8 | 4.75 | 3 | 9 | 5 | 8 | 4 | 2 | 3 | 6 | 6 | 9 | 2 | 1 | |

-141-

TOTAL COST 1976-1977 SALARY SCHEDULE - $809,000

AVERAGE SALARY PAID 1976-1977 - 11,275

TABLE 7 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | MAXIUM | STEP | MASTERS DEGREE MINIMUM | MAXIUM | STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| CHATFIELD | 9,116 | 14,060 | 11 | | | | | B.A. | | 1 | 1 | 5 | 5 | 5 | 5 | 6 | 6 | 1 | | 10 | | | | |
| | | | | | | | | B.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | 10,351 | 15,246 | 11 | | M.A. Equivalent | | | | | | | | | | | 1 | | | | | |
| | | | | 10,600 | 15,726 | 11 | | M.A. | | | | | 1 | | 2 | 2 | 2 | 1 | 1 | 7 | | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 1 | 1 | 5 | 6 | 5 | 7 | 8 | 8 | 2 | 2 | 17 | | | | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $674,077

AVERAGE SALARY PAID 1976-1977 - 10,872.20

TABLE 7 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE | FACULTY SALARIES | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MINIUM | MAXIUM | STEP | MINIMUM | MAXIUM | STEP | SALARIES | DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,125 | 13,505 | 12 | | | | | B.A. | | 7 | 3 | 1 | 6 | 2 | 2 | | | 1 | | 1 | 6 | | | |
| | 9,305 | 13,685 | 12 | | | | | B.A. + 15 | | | | 1 | | | 2 | 1 | 2 | | | | 2 | | | |
| | 9,485 | 13,865 | 12 | | | | | B.A. + 30 | | | | 1 | | | | 1 | | | | | | | | |
| | 9,665 | 14,410 | 13 | | | | | B.A. + 45 | | | | | | | | | | | | 2 | | 1 | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,945 | 14,690 | 13 | | M.A. | | | | 1 | | | 1 | | | 3 | 1 | | 1 | 3 | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 7 | 3 | 4 | 6 | 2 | 5 | 2 | 2 | 4 | 1 | 3 | 9 | 4 | | |

DOVER-EYOTA

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**TOTAL COST 1976-1977 SALARY SCHEDULE** - $588,042.50

**AVERAGE SALARY PAID 1976-1977** - 11,308.51

TABLE 7 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ROCHESTER -144- | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | 3 | | | | | | | | | | | | | | | |
| | 9,400 | 14,940 | 12 | | | | | B.A. | | 8.5 | 15 | 16.5 | 18.5 | 24 | 14 | 16 | 9.5 | 13 | 15.5 | 80 | 3 | | | |
| | 9,670 | 16,000 | 12 | | | | | B.A. + 15 | | 1 | .5 | 6 | 4.5 | 6 | 10 | 7.5 | 9.5 | 5 | 7 | 37.5 | 4.5 | | | |
| | 9,940 | 17,230 | 12 | | | | | B.A. + 30 | | | .5 | | 7.5 | 5 | 6 | 11.5 | 14.5 | 10.5 | 8.5 | 59 | 8.5 | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | 10,160 | 18,920 | 13 | | M.A. Equivalent | | | | | 1 | 2 | 1 | | 3.5 | 2.5 | 1 | 2.5 | 4.5 | 22.5 | | |
| | | | | 10,200 | 19,180 | 13 | | M.A. | | | 1 | 1.5 | 8 | 2 | 10 | 7.5 | 15 | 13 | 14 | 10 | 125 | 12 | | |
| | | | | 10,540 | 19,700 | 13 | | M.A. + 15 | | | | | 1 | 2 | 2 | 2 | 3 | 5.5 | 6 | 4 | 25 | 3 | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 10,930 | 20,200 | 13 | | M.A. + 30 | | | | | | | 1 | 1 | | 5 | 4 | 2 | 23 | 3 | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | 19,480 | 13 | | 6-Year | | | | | | | | | | | | | | 5 | | |
| | | | | 11,310 | 21,420 | 14 | | Ed. Spec. | | | | 1 | | | | 1 | 1.5 | 7 | 4 | 5.5 | 5 | 92 | 7 | |
| | | | | 12,090 | 22,440 | 14 | | Doctorate | | | | | | | | | | | 1 | 1 | | | 2.5 | |
| | | | | | | | | Total Staff | 3 | 9.5 | 17 | 25 | 40.5 | 41 | 44 | 46.5 | 56.5 | 61.5 | 61 | 201.5 | 198.5 | 137.5 | 9.5 | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $15,508,825

AVERAGE SALARY PAID 1976-1977 - 16,282

TABLE 7 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | MAXIUM | STEP | MASTERS DEGREE MINIMUM | MAXIUM | STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| STEWARTVILLE | 9,125 | 14,195 | 13 | | | | | B.A. | | 7 | 9 | 9 | 6.5 | 3 | 5 | 7 | 10.17 | 1 | 2 | 1 | 2 | 11 | | |
| | | | | | | | | B.A. + 15 | | | | | | | | | | | | | | | | |
| | 9,625 | 15,225 | 14 | | | | | B.A. + 30 | | | | | 2 | 2 | | 1 | 2 | 1 | | 1 | | | 1 | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,125 | 15,865 | 14 | | M.A. | | | 1 | | 1 | 1 | 3 | 2 | 2 | | 1 | 1 | 2 | 1 | 6 | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | 10,525 | 16,405 | 14 | | M.A. + 20 | | | | | | | | | | | | | | 2 | 4 | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 7 | 10 | 9 | 9.5 | 6 | 8 | 10 | 14.17 | 2 | 3 | 3 | 4 | 14 | 11 | |

-145-

**TOTAL COST 1976-1977 SALARY SCHEDULE** - $1,335,173

**AVERAGE SALARY PAID 1976-1977** - 12,065

TABLE 7 CONTINUED

SALARY/STAFF COMPARISONS

| OLMSTED | SALARIES | | | | NUMBER OF STAFF AT | | | | | NUMBER OF STEPS AT: | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MIN. | MAX. | AVE. SALARY | TOTAL COST 1976-77 SALARY SCHEDULE | NON-DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 |
| BYRON | 9,200 | 14,320 | 11,275 | 809,000 | 1 | 34.25 | 28.50 | 8 | | 16.75 | 26 | 17 | 12 |
| CHATFIELD | 9,116 | 15,726 | 10,872.20 | 674,077 | | 45 | 1 | 16 | | 7 | 26 | 29 | |
| DOVER-EYOTA | 9,125 | 14,690 | 11,308.51 | 588,042.50 | | 29 | 13 | 10 | | 14 | 15 | 10 | 13 |
| ROCHESTER | 9,440 | 22,440 | 16,282 | 15,508,825 | 3 | 233.50 | 230.50 | 259.50 | 226 | 54.5 | 172 | 380.5 | 345.5 |
| STEWARTVILLE | 9,125 | 16,405 | 12,065 | 1,335,173 | | 73.67 | 10 | 21 | 6 | 26 | 33.5 | 22.17 | 29 |
| TOTALS | | | | 18,915,117.50 | 4 | 415.42 | 283 | 314.5 | 232 | 118.25 | 272.5 | 458.67 | 399.5 |
| PERCENT | | | | | | 33% | 23% | 25% | 19% | 9% | 22% | 37% | 32% |

TABLE 7 CONTINUED

ADMINISTRATION

| DISTRICT | NO. SALARY | SUPT. | ASST. SUPT. | H.S. PRIN. | MIDDLE JR. HS PRIN. | ELEM. PRIN. | ASST. PRIN. | BUS. MGR. | VOC. DIR. | OTHER | TOTAL NO./SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| BYRON | NO. | 1 | | 1 | | 1 | 1 | | | 1 | 5 |
| | SALARY | 23,500 | | 20,100 | | 16,250 | 15,300 | | | 11,350 | 86,500 |
| CHATFIELD | NO. | 1 | | 1 | 1 | 1 | | | | | 4 |
| | SALARY | 26,400 | | 19,750 | 21,950 | 19,950 | | | | | 88 050 |
| DOVER-EYOTA | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 25,000 | | 21,050 | | 19,500 | | | | | 65,550 |
| ROCHESTER | NO. | 1 | 1 | 2 | 3 | 19 | 8 | 1 | 1 | 7 | 43 |
| | SALARY | 44,322 | 36,100 | 66,178 | 91,902 | 474,056 | 186,690 | 33,500 | 32,600 | 209,552 | 1,174,900 |
| STEWARTVILLE | NO. | 1 | 1 | 1 | 1 | 2 | | | | | 6 |
| | SALARY | 26,500 | 23,402 | 24,384 | 19,352 | 45,493 | | | | | 139,131 |
| TOTAL | NO. | 5 | 2 | 6 | 5 | 24 | 9 | 1 | 1 | 8 | 61 |
| | SALARY | 145,722 | 59,502 | 151,462 | 133,204 | 575,249 | 201,990 | 33,500 | 32,600 | 220,902 | 1,554,131 |

TABLE 7 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | DIRECTOR | | FOOTBALL | | BASKETBALL | | TRACK | | WRESTLING | | HOCKEY | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| BYRON | NO. | 1 | | 5 | | 5 | 1 | 3 | 1 | 3 | | | |
| | SALARY | ----- | | 3,315 | | 3,143 | 828 | 2,097 | 828 | 2,433 | | | |
| CHATFIELD | NO. | 1 | | 5 | | 4 | | 2 | 1 | 2 | | | |
| | SALARY | ----- | | 3,500 | | 2,850 | | 1,000 | 600 | 1,400 | | | |
| DOVER-EYOTA | NO. | 1 | | 4 | | 4 | 2 | 2 | 1 | 2 | | | |
| | SALARY | 1,050 | | 2,950 | | 2,950 | 1,320 | 750 | 750 | 1,800 | | | |
| ROCHESTER | NO. | 4 | 2 | 14 | | 8 | 6 | 8 | 6 | 6 | | 4 | |
| | SALARY | 6,020 | 2,170 | 18,510 | | 11,350 | 4,900 | 9,730 | 5,160 | 7,210 | | 5,740 | |
| STEWARTVILLE | NO. | 1 | | 6 | | 6 | 3 | 2 | 2 | 3 | | | |
| | SALARY | 1,400 | | 5,150 | | 4,500 | 2,600 | 1,625 | 1,625 | 2,650 | | | |
| TOTALS | NO. | 8 | 2 | 34 | | 27 | 12 | 17 | 11 | 16 | | 4 | |
| | SALARY | 8,470 | 2,170 | 33,425 | | 24,793 | 9,648 | 15,202 | 8,963 | 15,493 | | 5,740 | |

TABLE 7 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. / SALARY | GYMNASTICS | | SWIMMING | | VOLLEYBALL | | ONE-ACT | | DEBATE | | CHEERLEADING | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| BYRON | NO. | | 2 | | | 2 | | | 1 | | | | 1 |
| | SALARY | | 882 | | | 1,159 | | | 221 | | | | 277 |
| CHATFIELD | NO. | | 2 | | | 1 | 1 | 1 | | | | | 1 |
| | SALARY | | 1,400 | | | 750 | 500 | 190 | | | | | 288 |
| DOVER-EYOTA | NO. | | | | | | 1 | | 1 | | | | 1 |
| | SALARY | | | | | | 750 | | 180 | | | | 270 |
| ROCHESTER | NO. | 4 | 4 | 6 | 6 | --- | 4 | 11 | 3 | 2 | 3 | | 2 |
| | SALARY | 5,140 | 3,480 | 7,310 | 5,000 | 7,310 | 3,360 | 10,220 | 2,870 | 1,058 | 1,468 | | 1,400 |
| STEWARTVILLE | NO. | | 1 | | | 1 | 2 | 1 | | | | | 1 |
| | SALARY | | 685 | | | 725 | 1,425 | 180 | | | | | 305 |
| TOTALS | NO. | 4 | 9 | 6 | 6 | 4 | 8 | 13 | 5 | 2 | 3 | | 6 |
| | SALARY | 5,140 | 6,447 | 7,310 | 5,000 | 9,944 | 6,035 | 10,590 | 3,271 | 1,058 | 1,468 | | 2,540 |

TABLE 7 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | CROSS COUNTRY | | DRILL TEAM | | MODERN DANCE | | GOLF | | PLAY-2 | | INTRAMURAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| BYRON | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| CHATFIELD | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| DOVER-EYOTA | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| ROCHESTER | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| STEWARTVILLE | NO. | 1 | | | | | | 2 | 2 | | | | |
| | SALARY | 735 | | | | | | 1,275 | 1,275 | | | | |
| TOTALS | NO. | 1 | | | | | | 2 | 2 | | | | |
| | SALARY | 735 | | | | | | 1,275 | 1,275 | | | | |

# TABLE 7 CONTINUED

## EXTRA DUTY PERSONNEL

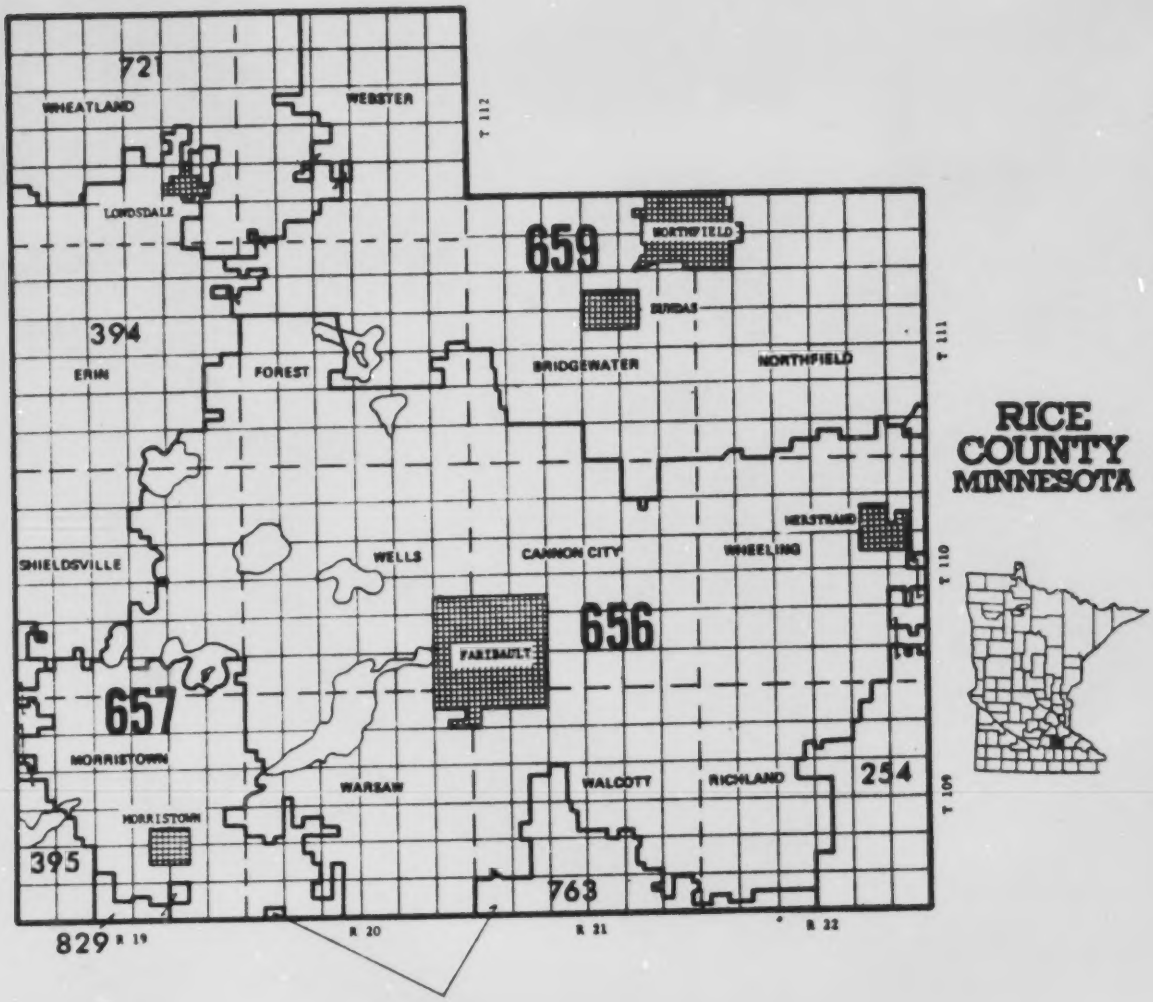
| DISTRICT | NO. SALARY | BASEBALL | | 3-ACT | | BAND | | TENNIS | | TOTALS | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W |
| BYRON | NO. | 3 | | | | | | | | 22 | 6 |
| | SALARY | 1,931 | | | | | | | | 14,078 | 3,036 |
| CHATFIELD | NO. | 3 | | | | | | | | 19 | 5 |
| | SALARY | 1,600 | | | | | | | | 11,290 | 2,788 |
| DOVER-EYOTA | NO. | 2 | | | | | | | | 15 | 6 |
| | SALARY | 1,250 | | | | | | | | 10,750 | 3,270 |
| ROCHESTER | NO. | 6 | | | | | | | | 73 | 36 |
| | SALARY | 7,420 | | | | | | | | 97,018 | 29,808 |
| STEWARTVILLE | NO. | 3 | | | | | | | 2 | 26 | 13 |
| | SALARY | 2,275 | | | | | | | 1,125 | 20,515 | 9,040 |
| TOTALS | NO. | 17 | | | | | | | 2 | 155 | 66 |
| | SALARY | 14,476 | | | | | | | 1,125 | 153,651 | 47,942 |

TABLE 7 CONTINUED

| | NEGOTIATIONS | | | | | | NUMBER OF SECONDARY TEACHERS PER SUBJECT | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TEACHERS | | PRIN./ SUPT. | | NON-CERTIF. | | | | | | | | | | | | | | | |
| DISTRICT | MEA | AFT | YES | NO | YES | NO | MATH | ENG. | SOC. STUD. | SCIEN. | HLTH | PHY. ED. | ART | MUSIC | BUS. OFFICE | HOME EC. | FOR. LANG. | AGR. | IND. ARTS | OTHER | TOTAL |
| BYRON | X | | | X | | X | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 2 | 2 | 2 | 1 | 3 | 2 | | 31 |
| CHATFIELD | X | | X | | | X | 4 | 4 | 4 | 3 | 3 | 2 | 1 | 2 | 2 | 2 | 1 | 0 | 2 | | 30 |
| DOVER-EYOTA | X | | | X | | X | 3 | 3 | 3 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 0 | 1 | 1 | | 22 |
| ROCHESTER | X | | | X | X | | 44 | 63 | 58 | 40 | 7 | 45 | 26 | 37 | 17 | 18 | 24 | 3 | 26 | 44 | 452 |
| STEWARTVILLE | X | | | X | | X | 6 | 8.5 | 8 | 5 | 4 | 2 | 2 | 3 | 3.5 | 2.67 | 1 | 2 | 3 | 7.7 | 56.37 |
| TOTAL | | | | | | | 60 | 81.5 | 76 | 53 | 18 | 52 | 31 | 46 | 26.5 | 25.67 | 27 | 9 | 34 | 51.7 | 591.37 |

TABLE 7 CONTINUED

| DISTRICT | COMMUNITY SERVICES | | | SPECIAL EDUCATION | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NONE | PART-TIME | FULL TIME | TEACHER / STUDENT | EMR | TMR | SLBP | SPEECH | HEARING | TOTAL |
| BYRON | X | | | TEACHERS | 2 | | 3 | 1 | .2 | 6.2 |
| | | | | STUDENTS | 21 | | 30 | 35 | 2 | 88 |
| CHATFIELD | | X | | TEACHERS | .5 | | 2.5 | .5 | | 3.5 |
| | | | | STUDENTS | 2 | 1 | 30 | 24 | | 57 |
| DOVER-EYOTA | X | | | TEACHERS | 5 | | 2 | 1 | | 8 |
| | | | | STUDENTS | 60 | 3 | 28 | 30 | | 121 |
| ROCHESTER | | | X | TEACHERS | 14 | 17.5 | 43 | 9.5 | 3.5 | 87.5 |
| | | | | STUDENTS | 153 | 135 | 522 | 537 | 35 | 1,382 |
| STEWARTVILLE | | X | | TEACHERS | 3 | 2 | 6.2 | 1.8 | | 13.0 |
| | | | | STUDENTS | 28 | 11 | 123 | 86 | | 248 |
| TOTALS | | | | TEACHERS | 24.5 | 19.5 | 56.7 | 13.8 | 3.7 | 118.2 |
| | | | | STUDENTS | 264 | 150 | 733 | 712 | 37 | 1,896 |


721
WHEATLAND
WEBSTER
T 112
LONSDALE
659
NORTHFIELD
394
ERIN
FOREST
BRIDGEWATER
NORTHFIELD
T 111
RICE
COUNTY
MINNESOTA
HEALTHAND
SHIELDSVILLE
WELLS
CANNON CITY
WHEELING
T 110
656
FARIBAULT
657
MORRISTOWN
WARSAW
WALCOTT
RICHLAND
254
T 109
MORRISTOWN
395
763
829
R 19
R 20
R 21
R 22

## RICE COUNTY

Rice County encompasses 442.5 square miles and has three school districts serving its students. Of those three school districts, Northfield extends into Goodhue and Dakota Counties, Faribault extends into Goodhue County and Morristown extends into Waseca County.

The three school districts have eight school buildings ranging in construction date from 1905 to 1977.

Present enrollment in Rice ounty schools is 3,866 students in K-6 and 3,888 in 7-12, making a total of 7,754 students attending school.

Based on the present census data, there are 1,791 one through four-year-olds in this county. Using the existing data, and not taking into account migration, emigration, and any other changes that might occur, the projected enrollments for K-12 in the fall of 1977 would be 7,645 students. Fall of 1978 would enroll 7,463 students; 1979, 7,213 students, and 1980 would enroll 6,886 students. Using only the available information, enrollments appear to be declining.

Certified staff for Rice County schools includes: 1) classroom teachers which are those in direct instructional setting with students, 2) other teachers which include those not in direct instructional setting or in administration, like librarians, counselors, psychologists, etc., and 3) administrators. The total number of classroom teachers is 133.5 in K-6 and 215 in 7-12. This gives a total of 348.5 classroom teachers. The counselors, librarians, etc. called other instructional teachers total 67.2. Administrators total 26 in Rice County.

Given the following data, existing student/teacher ratios are calculated. The present student to classroom teacher ratio in K-6 would be 29 and 18 in 7-12.

In addition to the certified, non-certified is also a part of the school district. Non-certified staff include: custodians, clerical personnel, food service personnel, bus drivers, aides, and others, totaling 246.5 and costing the districts in this county about $1,332,622.50.

Transportation of students to and from school is a necessary part of any district. Transportation of these 7,754 students in Rice County includes: 78 bus routes, 44 buses, and approximately 2,182 miles traveled one-way or 4,364 miles traveled each day. None of the districts run late bus service.

This report includes the following economic data: evaluation base, cost of the lunch program, expenditures per pupil unit, faculty salaries, administrative salaries, extra duty personnel costs, and others. The following averages (mean) for the Rice County school district includes: $43,507,681 EARC dollar value, $2,673,735 bonded indebtedness, and $34,562,544 assessed evaluations.

Table 8 provides comparisons of per pupil unit. (Based on 1975-76 data.) The averages (mean) for the Rice County schools are: administrative cost of $43.3, instructional salaries of $670, other instructional disbursements of $126.3, transportation disbursements of $72.7, and an average per pupil unit cost of $1,336.

Salary comparisons were based on the Minnesota School Board Association (MSBA) data. All schools have not reported this data to the MSBA at the time of this printing. The only school reporting for Rice County was Northfield. They have an average salary of $13,594.49. The total cost for certified personnel in Northfield for 1976-77 was $2,528,575.

Forty-eight percent of the staff are at the BA+ level. Most of the certified staff have teaching experience from steps 8 to 15. This represents about 64%.

In addition to comparing faculty salaries, comparisons can also be made with the administrative staff. The number of administrators ranges from 2.5 to 13. This costs these districts from $43,799.40 to $315,180. The total administrative staff for the Rice County schools is 25.5 with a total salary of $602,205.40.

Extra duty positions number 135 and cost the Rice County schools $121,371. The number of extra duty positions range from 18 to 68 and cost from $13,096 to $73,692.

The total number of secondary teachers for Rice County schools is 257.34. Agriculture has the least number with three instructors and English the highest with 40 instructors.

One of the districts has no director for community services and the other two have full-time directors. Various types of programs are included in these services.

There are a total of 829 students in special education. These include: Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR), Special Learning Behavior Problems (SLBP), speech and hearing. There are 92.7 teachers for these students. TMR and speech encompass the largest number of students.

The information for Rice County schools summarized in this narrative can be examined in more detail in the following table.

TABLE 8

| RICE COUNTY | SIZE | | SCHOOL BUILDINGS | | ENROLLMENT & PROJECTIONS | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | PRESENT | | | | | | | | | | | | | | PROJECTED | | | | |
| DISTRICT | SQUARE MILES | EXTENSION | NUMBER | CONSTRUCTION DATE | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL | 1 YR OLDS | 2 YR OLDS | 3 YR OLDS | 4 YR OLDS | TOTAL |
| FARIBAULT | 225 | Goodhue 2 | 2 | 1913-1964 | 315 | 368 | 306 | 283 | 283 | 294 | 330 | 330 | 346 | 410 | 332 | 337 | 325 | 4,259 | 185 | 250 | 249 | 292 | 976 |
| MORRISTOWN | 37.5 | Waseca 2 | 1 | 1905-1960 | 19 | 27 | 20 | 21 | 23 | 21 | 29 | 27 | 26 | 33 | 41 | 30 | 36 | 353 | 16 | 6 | 25 | 26 | 73 |
| NORTHFIELD | 180 | Goodhue 5<br>Dakota 45 | 5 | 1910-1977 | 239 | 239 | 217 | 191 | 191 | 225 | 225 | 239 | 261 | 265 | 309 | 268 | 273 | 3,142 | 180 | 176 | 179 | 207 | 742 |
| TOTAL | 442.5 | | 8 | | 573 | 634 | 543 | 495 | 497 | 540 | 584 | 596 | 633 | 708 | 682 | 635 | 634 | 7,754 | 381 | 432 | 453 | 525 | 1,791 |

TABLE 8 CONTINUED

CERTIFIED STAFF

| | CLASSROOM | | | | | | | | | | OTHER | | | ADMINISTRATION | | | TOTAL CERTIFIED STAFF |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT | K | 1 | 2 | 3 | 4 | 5 | 6 | 7-12 | K-12 | TOTAL | 1 - 6 | 7 - 12 | TOTAL | 1 - 6 | 7 - 12 | K - 12 | |
| FARIBAULT | 6.5 | 13 | 12 | 12 | 12 | 12 | 12 | 113 | | 192.5 | 37 | 9 | 46 | 5 | 6 | 2 | 251.5 |
| MORRISTOWN | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 12 | | 19 | 2.2 | 1 | 3.2 | 1 | 1 | 1 | 25.2 |
| NORTHFIELD | 5 | 1 | 9 | 7 | 7 | 9 | 9 | 90 | | 137 | 6 | 12 | 18 | 3 | 4 | 3 | 165 |
| TOTAL | 12.5 | 15 | 22 | 20 | 20 | 22 | 22 | 215 | | 348.5 | 45.2 | 22 | 67.2 | 10 | 10 | 6 | 441.7 |

TABLE 8 CONTINUED

| DISTRICT | NON-CERTIFIED STAFF | | | | | | | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. SALARY | CUSTODIAL STAFF | CLERICAL STAFF | FOOD SERVICE | BUS DRIVERS | TRANS. SUPPORT PERSONNEL | AIDES | TOTAL | NUMBER ROUTES | MILES 1-WAY | NUMBER BUSES USED | PUBLIC BUSES OWNED | PRIVATE BUSES OWNED | GARAGE OWNED | GARAGE RENTED | BUSES IN GARAGE | LATE BUS SERVICE |
| FARIBAULT | NO. | 46 | 37 | 37 | | | 34 | 154 | 37 | 1,071 | 29 | | X | | | | No |
| | SALARY | 356,325 | 179,540 | 84,785 | | | 46,735 | 667,385 | | | | | | | | | |
| MORRISTOWN | NO. | 2 | 2 | --- | 5 | | 1 | 10 | 5 | 224 | 5 | X | | | X | 9 | No |
| | SALARY | 14,809.60 | 12,924 | 8,635.90 | 14,196 | | 3,822 | 54,387.50 | | | | | | | | | |
| NORTHFIELD | NO. | 22.5 | 21.5 | 20 | | | 18.5 | 82.5 | 36 | 887 | 30 | | X | | | | No |
| | SALARY | 260,000 | 184,850 | 94,000 | | | 72,000 | 610,850 | | | | | | | | | |
| TOTAL | NO. | 70.5 | 60.5 | 57 | 5 | | 53.5 | 246.5 | 78 | 2,182 | 44 | | | | | | |
| | SALARY | 631,134.60 | 377,314 | 187,420.90 | 14,196 | | 122,557 | 1,332,622.50 | | | | | | | | | |

TABLE 8 CONTINUED

ECONOMIC

| DISTRICT | EVALUATION BASE | | | | LUNCH PROGRAM | | | EXPENDITURES PER PUPIL UNIT | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | EARC | BONDED INDEBTEDNESS | ASSESSED VALUE | SCHOOL MILL RATES '77 | ADULT | SECONDARY | ELEMENTARY | PUPIL UNITS 1975-76 | ADMIN. COST | INST. SAL. | OTHER INST. | TRANS. | TOTAL PER PUPIL UNIT COST |
| FARIBAULT | 66,844,632 | 3,476,205 | 54,995,398 | 53.80 | .85 | .55 | .45 | 5,608 | 32 | 669 | 184 | 68 | 1,391 |
| MORRISTOWN | 5,930,779 | 170,000 | 3,800,765 | 52.78 | .85 | .40 | .35 | 454 | 68 | 620 | 92 | 68 | 1,214 |
| NORTHFIELD | 57,747,633 | 4,375,000 | 44,891,469 | 62.91 | .85 | .50-.55 | .50-.55 | 3,744 | 30 | 721 | 103 | 82 | 1,403 |
| AVERAGE (MEAN) | 43,507,681 | 2,673,735 | 34,562,544 | 56.5 | .85 | .48 | .43 | 3,269 | 43 | 670 | 126 | 72 | 1,336 |

TABLE 8 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| FARIBAULT | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | | | | | | | | | | | | | | | |

TOTAL COST 1976-1977 SALARY SCHEDULE -

AVERAGE SALARY PAID 1976-1977 -

TABLE 8 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | MAXIUM | STEP | MASTERS DEGREE MINIMUM | MAXIUM | STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| MORRISTOWN | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | | | | | | | | | | | | | | | |

TOTAL COST 1976-1977 SALARY SCHEDULE -

AVERAGE SALARY PAID 1976-1977 -

TABLE 8 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NORTHFIELD | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,200 | 14,200 | 13 | | | | | B.A. | | 9 | 4 | 3 | 4 | 4 | 2 | 1 | 2 | 1 | | | | 2 | | |
| | 9,450 | 14,450 | 13 | | | | | B.A. + 15 | | | 1 | 4 | 1 | 3 | 3 | 3 | 1 | 2 | 2 | 1 | | 3 | | |
| | 9,650 | 14,650 | 13 | | | | | B.A. + 30 | | | | 1 | 1 | | 3 | 4 | 4 | 1 | | 4 | | 4 | | |
| | 9,850 | 14,850 | 13 | | | | | B.A. + 45 | | 1 | | | 2 | 1 | 2 | 1 | 3 | 1 | | 3 | 2 | 6 | | |
| | 10,275 | 16,225 | 13 | | | | | M.A. Equivalent | | | | | | | | | 1 | 1 | 1 | | 1 | 17 | | |
| | | | | 10,275 | 16,775 | 14 | | M.A. | | | | | | | 1 | 2 | 2 | 1 | 1 | 3 | 1 | | 11 | |
| | | | | 10,550 | 17.050 | 14 | | M.A. + 15 | | | | | | 1 | | 1 | 1 | | | 1 | 4 | | 10 | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 10,800 | 17,300 | 14 | | M.A. + 30 | | | | | | 1 | 1 | | | | | | 1 | | 6 | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | 11,100 | 17,600 | 14 | | M.A. + 45 | | | | | | | 1 | | 2 | 1 | | | | | 4 | |
| | | | | 11,350 | 17,850 | 14 | | M.A. + 60 | | | | | | | 1 | 1 | | | 1 | | | | 5 | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 10 | 5 | 8 | 8 | 10 | 14 | 13 | 16 | 8 | 5 | 12 | 9 | 32 | 36 | |

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TOTAL COST 1976-1977 SALARY SCHEDULE - $2,528,575

AVERAGE SALARY PAID 1976-1977 - 13,594.49

TABLE 8 CONTINUED

SALARY/STAFF COMPARISONS

| RICE | SALARIES | | | | NUMBER OF STAFF AT | | | | | NUMBER OF STEPS AT: | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MIN. | MAX. | AVE. SALARY | TOTAL COST 1976-77 SALARY SCHEDULE | NON-DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 |
| FARIBAULT | | | | | | | | | | | | | |
| MORRISTOWN | | | | | | | | | | | | | |
| NORTHFIELD | 9,200 | 17,850 | 13,594.49 | 2,528,575 | | 32 | 89 | 22 | 43 | 23 | 45 | 41 | 77 |
| TOTALS | | | | 2,528,575 | | | | | | | | | |
| PERCENT | | | | | | 17% | 48% | 12% | 23% | 12% | 24% | 22% | 42% |

TABLE 8 CONTINUED

ADMINISTRATION

| DISTRICT | NO. SALARY | SUPT. | ASST. SUPT. | H.S. PRIN. | MIDDLE JR. HS PRIN. | ELEM. PRIN. | ASST. PRIN. | BUS. MGR. | VOC. DIR. | OTHER | TOTAL NO./SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| FARIBAULT | NO. | 1 | 1 | 1 | 1 | 5 | 2 | 1 | 1 | | 13 |
| | SALARY | 32,000 | 28,500 | 25,000 | 26,760 | 106,179 | 43,803 | 24,800 | 28,138 | | 315,180 |
| MORRISTOWN | NO. | 1 | | 1 | | .5 | | | | | 2.5 |
| | SALARY | 22,668.12 | | 17,931.28 | | 3,200 | | | | | 43,799.40 |
| NORTHFIELD | NO. | 1 | 1 | 1 | 1 | 3 | 2 | 1 | | | 10 |
| | SALARY | 32,200 | 24,000 | 26,265 | 25,956 | 68,753 | 41,252 | 24,800 | | | 243,226 |
| TOTALS | NO. | 3 | 2 | 3 | 2 | 8.5 | 4 | 2 | 1 | | 25.5 |
| | SALARY | 86,868.12 | 52,500 | 69,196.28 | 52,716 | 178,132 | 85,055 | 49,600 | 28,138 | | 602,205.40 |

TABLE 8 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | DIRECTOR | | FOOTBALL | | BASKETBALL | | TRACK | | WRESTLING | | HOCKEY | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| FARIBAULT | NO. | 1 | | 13 | | 14 | | 7 | 4 | 5 | | 1 | |
| | SALARY | 20,030 | | 10,772 | | 11,303 | | 5,140 | 3,181 | 4,815 | | 1,632 | |
| MORRISTOWN | NO. | 1 | | 3 | | 3 | 2 | 1 | 1 | 2 | | | |
| | SALARY | 250 | | 2,200 | | 2,250 | 1,800 | 700 | 700 | 1,750 | | | |
| NORTHFIELD | NO. | 1 | | 11 | | 10 | 1 | 6 | 1 | 4 | | 1 | |
| | SALARY | 19,427 | | 1,512 | | 1,512 | 723 | 1,118 | 591 | 1,380 | | 1,512 | |
| TOTALS | NO. | 3 | | 27 | | 27 | 3 | 14 | 6 | 11 | | 2 | |
| | SALARY | 39,707 | | 14,484 | | 15,065 | 2,523 | 6,958 | 4,472 | 7,945 | | 3,144 | |

TABLE 8 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. / SALARY | GYMNASTICS M | GYMNASTICS W | SWIMMING M | SWIMMING W | VOLLEYBALL M | VOLLEYBALL W | ONE-ACT M | ONE-ACT W | DEBATE M | DEBATE W | CHEERLEADING M | CHEERLEADING W |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| FARIBAULT | NO. | 1 | 4 | | 4 | | 4 | 2 | | | 1 | | 1 |
| | SALARY | 979 | 4,080 | | 2,938 | | 2,987 | 550 | | | 880 | | 60 |
| MORRISTOWN | NO. | | | | | | 2 | | | | | | 1 |
| | SALARY | | | | | | 1,775 | | | | | | 171 |
| NORTHFIELD | NO. | 2 | 1 | 2 | 2 | | 1 | | | | | | 1 |
| | SALARY | 1,380 | 854 | 1,380 | 854 | | 789 | | | | | | 433 |
| TOTALS | NO. | 3 | 5 | 2 | 6 | | 7 | 2 | | | 1 | | 3 |
| | SALARY | 2,359 | 4,934 | 1,380 | 3,792 | | 5,551 | 550 | | | 880 | | 664 |

TABLE 8 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | CROSS COUNTRY | | DRILL TEAM | | MODERN DANCE | | GOLF | | PLAY-2 | | INTRAMURAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| FARIBAULT | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| MORRISTOWN | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| NORTHFIELD | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| TOTALS | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |

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## TABLE 8 CONTINUED

## EXTRA DUTY PERSONNEL

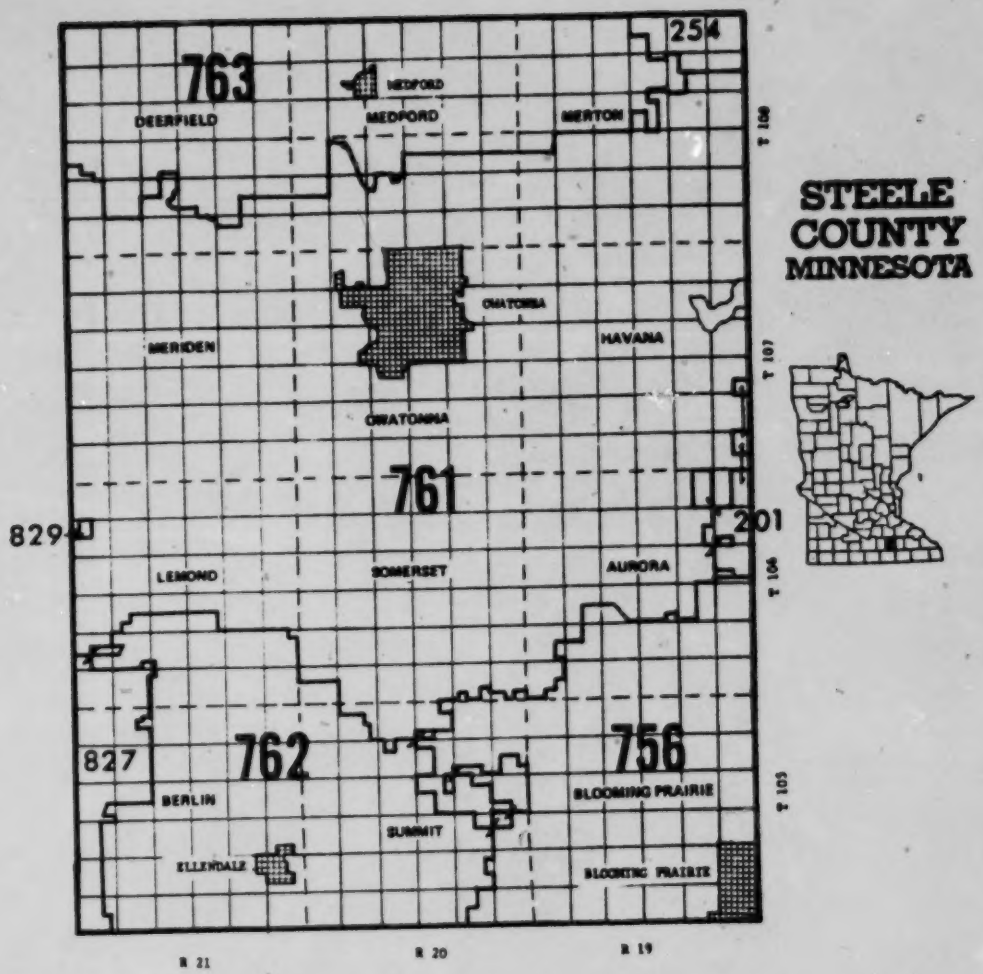
| DISTRICT | NO. SALARY | BASEBALL | | 3-ACT | | BAND | | TENNIS | | TOTALS | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W |
| FARIBAULT | NO. | 6 | | | | | | | | 50 | 18 |
| | SALARY | 4,345 | | | | | | | | 59,566 | 14,126 |
| MORRISTOWN | NO. | 2 | | | | | | | | 12 | 6 |
| | SALARY | 1,500 | | | | | | | | 8,650 | 4,446 |
| NORTHFIELD | NO. | 5 | | | | | | | | 42 | 7 |
| | SALARY | 1,118 | | | | | | | | 30,339 | 4,244 |
| TOTALS | NO. | 13 | | | | | | | | 104 | 31 |
| | SALARY | 6,963 | | | | | | | | 98,555 | 22,816 |

TABLE 8 CONTINUED

| | NEGOTIATIONS | | | | | | NUMBER OF SECONDARY TEACHERS PER SUBJECT | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TEACHERS | | PRIN./ SUPT. | | NON-CERTIF. | | | | | | | | | | | | | | | |
| DISTRICT | MEA | AFT | YES | NO | YES | NO | MATH | ENG. | SOC. STUD. | SCIEN. | HLTH | PHY. ED. | ART | MUSIC | BUS. OFFICE | HOME EC. | FOR. LANG. | AGR. | IND. ARTS | OTHER | TOTAL |
| FARIBAULT | X | | | X | X | | 15 | 26 | 23 | 11 | 11 | 16 | 7 | 14 | 5 | 5 | 4 | 1 | 9 | | 147 |
| MORRISTOWN | X | | | X | | X | 2 | 3 | 1 | 2 | 2 | 2 | -- | 1 | 1 | 1 | 0 | 0 | 1 | | 16 |
| NORTHFIELD | X | | X | | X | | 8 | 11 | 12.04 | 8 | 2.8 | 6.8 | 3 | 5 | 3 | 3.4 | 3.8 | 2 | 6 | 19.5 | 94.34 |
| TOTALS | | | | | | | 25 | 40 | 36.04 | 21 | 15.8 | 24.8 | 10 | 20 | 9 | 9.4 | 7.8 | 3 | 16 | 19.5 | 257.34 |

TABLE 8 CONTINUED

| DISTRICT | COMMUNITY SERVICES | | | SPECIAL EDUCATION | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NONE | PART-TIME | FULL TIME | TEACHER / STUDENT | EMR | TMR | SLBP | SPRECH | HEARING | TOTAL |
| FARIBAULT | | | X | TEACHERS | 5 | 60 | 6 | 3 | 1 | 75 |
| | | | | STUDENTS | 54 | 369 | 70 | 75 | 1 | 569 |
| MORRISTOWN | X | | | TEACHERS | | | 1 | .2 | 1 | 2.2 |
| | | | | STUDENTS | 1 | | 15 | 6 | 22 | 44 |
| NORTHFIELD | | | X | TEACHERS | 4 | 1 | 6.5 | 1 | 3 | 15.5 |
| | | | | STUDENTS | 34 | 11 | 76 | 90 | 5 | 216 |
| TOTALS | | | | TEACHERS | 9 | 61 | 13.5 | 4.2 | 5 | 92.7 |
| | | | | STUDENTS | 89 | 380 | 161 | 171 | 28 | 829 |


763
254
DEERFIELD
MEDFORD
MERTON
MEDFORD
T 108
STEELE
COUNTY
MINNESOTA
OWATONNA
MERIDEN
HAVANA
T 107
OWATONNA
761
829
201
LEMOND
SOMERSET
AURORA
T 106
827
762
756
BERLIN
BLOOMING PRAIRIE
T 105
SUMMIT
ELLENDALE
BLOOMING PRAIRIE
R 21
R 20
R 19

312

## STEELE COUNTY

Steele County encompasses 636 square miles and has four school districts serving its students. Of those four school districts, all but one extend into other counties. Blooming Prairie extends into Dodge, Mower, and Freeborn Counties, Ellendale-Geneva extends into Freeborn County, and Medford extends into Rice and Waseca Counties.

The four school districts have 13 school buildings ranging in construction date from 1919 to 1972.

Present enrollment in Steele County schools is 3,420 students in K-6 and 3,786 in 7-12, making a total of 7,206 students attending school.

Based on the present census data, there are 1,677 one through four-year-olds in this county. Using the existing data, and not taking into account migration, emigration, and any other changes that might occur, the projected enrollments for K-12 in the fall of 1977 would be 6,996 students. Fall of 1978 would enroll 6,804 students; 1979, 6,537 students, and 1980 would enroll 6,316 students. Using only the available information, enrollments appear to be declining.

Certified staff for Steele County schools includes: 1) classroom teachers which are those in direct instructional setting with students, 2) other teachers which include those not in direct instructional setting or in administration, like librarians, counselors, psychologists, etc., and 3) administrators. The total number of classroom teachers is 138 in K-6 and 223 in 7-12. This gives a total of 361 classroom teachers. The counselors, librarians, etc. called other instructional teachers total 56. Administrators total 20.5 in Steele County.

Given the following data, existing student/teacher ratios are calculated. The present student to classroom teacher ratio in K-6 would be 24.8 and 17 in 7-12.

In addition to the certified, non-certified is also a part of the school district. Non-certified staff include: custodians, clerical personnel, food service personnel, bus drivers, aides, and others, totaling 189 and costing the districts in this county about $1,025,387.

Transportation of students to and from school is a necessary part of any district. Transportation of these 7,206 students in Steele County includes: 70 bus routes, 75 buses, and approximately 2,393 miles traveled one-way or 4,786 miles traveled each day. None of the districts own garages. Only Owatonna runs late bus service.

This report includes the following economic data: evaluation base, cost of the lunch program, expenditures per pupil unit, faculty salaries, administrative salaries, extra duty personnel costs, and others. The following averages (mean) for the Steele County school district includes: $35,403,207 EARC dollar value, $1,234,250 bonded indebtedness, and $26,359,435 assessed evaluations.

Table 9 provides comparisons of per pupil unit. (Based on 1975-76 data.) The averages (mean) for the Steele County schools are: administrative cost of $44, instructional salaries of $648, other instructional disbursements of $86, transportation disbursements of $79.8, and an average per pupil unit cost of $1,266.

Salary comparisons were based on the Minnesota School Board Association (MSBA) data. All schools have not reported this data to the MSBA at the time of this printing. The available data indicated that the lowest average salary was $11,468.81 and the highest average salary was $13,896 in the Steele County schools. The total cost for certified personnel in Steele County for 1976-1977 was $5,052,821.

Comparing the staff at the Bachelor of Arts (BA) degree level and the Master of Arts (MA) degree level, the major part of the staff in Steele County is at BA and BA+ levels. About 67% of the people are located at this point. Most of the certified staff have teaching experience from steps 8 to 15. This represents about 63%.

In addition to comparing faculty salaries, comparisons can also be made with the administrative staff. The number of administrators ranges from 2.5 to 13. This costs these districts from $55,125 to $329,150. The total administrative staff for the Steele County schools is 21.5 with a total salary of $514,404.

Extra duty positions number 131 and cost the Steele County schools $105,623.04. The number of extra duty positions range from 18 to 63 and cost from $14,775 to $54,749.

The total number of secondary teachers for Steele County schools is 198.5. Foreign Language has the least number with 4 instructors and English the highest with 37 instructors.

Two of the districts have no director for community services and two of them have a part-time director. Various types of programs are included in these services.

There are a total of 467 students in special education. These include: Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR), Special Learning Behavior Problems (SLBP), speech and hearing. There are 29.3 teachers for these students. SLBP and speech encompass the largest number of students.

The information for Steele County schools summarized in this narrative can be examined in more detail in the following table.

TABLE 9

| STEELE COUNTY | SIZE | | SCHOOL BUILDINGS | | ENROLLMENT & PROJECTIONS | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | PRESENT | | | | | | | | | | | | | | PROJECTED | | | | |
| DISTRICT | SQUARE MILES | EXTENSION | NUMBER | CONSTRUCTION DATE | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL | 1 YR OLDS | 2 YR OLDS | 3 YR OLDS | 4 YR OLDS | TOTAL |
| BLOOMING PRAIRIE | 180 | Mower 41<br>Dodge 32<br>Freeborn 50 | 3 | 1922-1972 | 93 | 76 | 52 | 75 | 74 | 83 | 80 | 80 | 106 | 100 | 110 | 133 | 101 | 1,163 | 19 | 24 | 42 | 53 | 138 |
| ELLENDALE-GENEVA | 113+ | Freeborn 40 | 2 | 1920-1965 | 38 | 53 | 33 | 40 | 39 | 49 | 34 | 48 | 56 | 43 | 72 | 51 | 57 | 613 | 25 | 50 | 32 | 40 | 147 |
| MEDFORD | 69 | Rice 12<br>Waseca 2 | 1 | 1921-1962 | 38 | 42 | 34 | 45 | 48 | 49 | 44 | 61 | 55 | 51 | 43 | 58 | 43 | 611 | 30 | 29 | 32 | 35 | 126 |
| OWATONNA | 274 | | 7 | 1919-1968 | 289 | 311 | 325 | 329 | 340 | 334 | 373 | 417 | 396 | 420 | 444 | 426 | 415 | 4,819 | 319 | 299 | 316 | 332 | 1,266 |
| TOTAL | 636 | | 13 | | 458 | 482 | 444 | 489 | 501 | 515 | 531 | 606 | 613 | 614 | 669 | 668 | 616 | 7,206 | 393 | 402 | 422 | 460 | 1,677 |

TABLE 9 CONTINUED

CERTIFIED STAFF

| DISTRICT | CLASSROOM | | | | | | | | | | OTHER | | | ADMINISTRATION | | | TOTAL CERTIFIED STAFF |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | K | 1 | 2 | 3 | 4 | 5 | 6 | 7-12 | K-12 | TOTAL | 1 - 6 | 7 - 12 | TOTAL | 1 - 6 | 7 - 12 | K - 12 | |
| BLOOMING PRAIRIE | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 38 | | 60 | 4 | 4 | 8 | 1 | 1 | 1 | 71 |
| ELLENDALE-GENEVA | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 20 | | 33 | 5 | 1 | 6 | 1 | 1 | 1 | 42 |
| MEDFORD | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 16 | | 29 | 5 | 2 | 7 | .5 | 1 | 1 | 38.5 |
| OWATONNA | 7 | 14 | 13 | 14 | 14 | 14 | 14 | 149 | | 239 | 17.5 | 17.5 | 35 | 6 | 5 | 1 | 286 |
| TOTAL | 11 | 21 | 20 | 21 | 21 | 22 | 22 | 223 | | 361 | 31.5 | 24.5 | 56 | 8.5 | 8 | 4 | 437.5 |





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TABLE 9 CONTINUED

| DISTRICT | | NON-CERTIFIED STAFF | | | | | | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. / SALARY | CUSTODIAL STAFF | CLERICAL STAFF | FOOD SERVICE | BUS DRIVERS | TRANS. SUPPORT PERSONNEL | AIDES | TOTAL | NUMBER ROUTES | MILES 1-WAY | NUMBER BUSES USED | PUBLIC BUSES OWNED | PRIVATE BUSES OWNED | GARAGE OWNED | GARAGE RENTED | BUSES IN GARAGE | LATE BUS SERVICE |
| BLOOMING PRAIRIE | NO. | 5 | 5 | 9 | ---- | | 1 | 20 | 18 | 585 | 18 | | X | | | | No |
| | SALARY | 56,200 | 30,750 | 27,853 | 146,000 | | 3,276 | 264,079 | | | | | | | | | |
| ELLENDALE-GENEVA | NO. | 4 | 4 | 4 | 10 | | | 22 | 10 | 238 | 10 | X | | | | | No |
| | SALARY | 38,800 | 24,150 | 15,700 | 28,362 | | | 107,012 | | | | | | | | | |
| MEDFORD | NO. | 3 | 2 | 8 | 11 | | 3 | 27 | 10 | 226 | 12 | X | | | | | No |
| | SALARY | 27,500 | 11,000 | 20,500 | 26,000 | | 6,050 | 91,050 | | | | | | | | | |
| OWATONNA | NO. | 32 | 38 | 25 | | | 25 | 120 | 32 | 1,344 | 35 | | X | | | | Yes |
| | SALARY | 276,792 | 128,667 | 69,827 | | | 87,960 | 563,246 | | | | | | | | | |
| TOTAL | NO. | 44 | 49 | 46 | 21 | | 29 | 189 | 70 | 2,393 | 75 | | | | | | |
| | SALARY | 399,292 | 194,567 | 133,880 | 200,362 | | 97,286 | 1,025,387 | | | | | | | | | |

TABLE 9 CONTINUED

ECONOMIC

| | EVALUATION BASE | | | | LUNCH PROGRAM | | | EXPENDITURES PER PUPIL UNIT | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT | EARC | BONDED INDEBTEDNESS | ASSESSED VALUE | SCHOOL MILL RATES '77 | ADULT | SECONDARY | ELEMENTARY | PUPIL UNITS 1975-76 | ADMIN. COST | INST. SAL. | OTHER INST. | TRANS. | TOTAL PER PUPIL UNIT COST |
| BLOOMING PRAIRIE | 24,678,845 | 525,000 | 13,773,245 | 49.65 | .85 | .35 | .30 | 1,417 | 40 | 739 | 95 | 105 | 1,340 |
| ELLENDALE-GENEVA | 14,632,485 | 454,000 | 12,000,000 | 45.91 | .85 | .45 | .40 | 728 | 56 | 597 | 70 | 93 | 1,272 |
| MEDFORD | 10,719,907 | 398,000 | 7,316,487 | 46.32 | .85 | .45 | .45 | 721 | 57 | 580 | 68 | 57 | 1,155 |
| OWATONNA | 91,581,592 | 3,560,000 | 72,348,007 | 56.02 | .85 | .35 | .30 | 5,823 | 23 | 675 | 111 | 64 | 1,298 |
| AVERAGE (MEAN) | 35,403,207 | 1,234,250 | 26,359,435 | 49.48 | .85 | .45 | .41 | 2,172 | 44 | 648 | 86 | 80 | 1,266 |

TABLE 9 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| BLOOMING PRAIRIE | 8,425 | 14,245 | 12 | | | | | B.A. | | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 1 | 2 | 1 | 6 | | | |
| | 8,775 | 14,595 | 12 | | | | | B.A. + 15 | | | | | | | 1 | 1 | | | | | 8 | | | |
| | 9,075 | 14,895 | 12 | | | | | B.A. + 30 | | | 1 | 1 | 1 | | | 1 | | | | | 2 | | | |
| | 9,500 | 16,300 | 12 | | | | | B.A. + 45 | | | | | | | | | | | | 3 | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,800 | 16,600 | 12 | | M.A. | | | | 1 | | | | 1 | 1 | 1 | 1 | 2 | 16 | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 2 | 3 | 5 | 3 | 2 | 3 | 5 | 4 | 2 | 3 | 6 | 32 | | | |

-179-

**TOTAL COST 1976-1977 SALARY SCHEDULE** - $941,180

**AVERAGE SALARY PAID 1976-1977** - 13,256

TABLE 9 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | | | | | | | | | | | | | | | |

ELLENDALE - GENEVA

-180-

TOTAL COST 1976-1977 SALARY SCHEDULE -

AVERAGE SALARY PAID 1976-1977 -

325

326

TABLE 9 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIMUM | BACHELOR DEGREE MAXIMUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIMUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | 11,100 | 3-Year | | | | | | | | | | | | | | 1 | | |
| MEDFORD | 9,100 | 13,650 | 14 | | | | | B.A. | | 2 | 6 | 1 | | | 2.5 | | | | 1 | | 1 | | 5 | |
| | 9,250 | 13,800 | 14 | | | | | B.A. + 15 | | | | 1 | | | 2 | | | 2 | | 1 | | 2 | 1 | |
| | 9,400 | 13,950 | 14 | | | | | B.A. + 30 | | | | | | | | | | | | | | | 1 | |
| | 9,550 | 14,100 | 14 | | | | | B.A. + 45 | | .5 | | | | 1 | | | 1 | | | | | | 1 | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,700 | 14,250 | 14 | | M.A. | | | | | | | | | 1 | | | | 1 | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 2.5 | 6 | 2 | | 1 | 4.5 | | 2 | 2 | 1 | 1 | 2 | 3 | 8 | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $401,408.33

AVERAGE SALARY PAID 1976-1977 - 11,468.81

TABLE 9 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| OMATONNA | 8,948 | 14,327 | 12 | | | | | B.A. | | | 13 | 17 | 10 | 7 | 6 | 3 | 4 | 2 | 2 | 1 | 5 | | | |
| | 9,170 | 15,670 | 14 | | | | | B.A. + 15 | | | | | 3 | 7 | 7 | 6 | 6 | 7 | 1 | 2 | | | 10 | |
| | 9,392 | 16,035 | 14 | | | | | B.A. + 30 | | | | | 2 | | 3 | 5 | 4 | 4 | 1 | 3 | 2 | 1 | 15 | |
| | 9,614 | 16,400 | 14 | | | | | B.A. + 45 | | | | | | | | | 1 | 2 | | | 1 | 2 | 6 | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,060 | 18,003 | 14 | | M.A. | | | | | | | 2 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 32 | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | 10,282 | 18,368 | 14 | | M.A. + 20 | | | | | | | | 1 | | | 2 | | 1 | | 6 | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | 10,504 | 18,889 | 14 | | M.A. + 40 | | | | | | | | | | | | | | 2 | 7 | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | 10,726 | 19,397 | 14 | | M.A. + 60 | | | | | | | | | | | | | | 1 | 11 | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | | 13 | 17 | 15 | 14 | 18 | 20 | 19 | 20 | 11 | 9 | 13 | 11 | 87 | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $3,710,233

AVERAGE SALARY PAID 1976-1977 - 13,896

TABLE 9 CONTINUED

SALARY/STAFF COMPARISONS

| STEELE | SALARIES | | | | NUMBER OF STAFF AT | | | | | NUMBER OF STEPS AT: | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MIN. | MAX. | AVE. SALARY | TOTAL COST 1976-77 SALARY SCHEDULE | NON-DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 |
| BLOOMING PRAIRIE | 8,425 | 16,600 | 13,256 | 941,180 | | 28 | 19 | 23 | | 10 | 13 | 15 | 32 |
| ELLENDALE-GENEVA | | | | | | | | | | | | | |
| MEDFORD | 9,100 | 14,250 | 11,468.81 | 401,408.33 | 1 | 18.5 | 13.5 | 2 | | 11.5 | 5.5 | 6 | 12 |
| OWATONNA | 8,948 | 19,397 | 13,896 | 3,710,233 | | 70 | 101 | 65 | 31 | 30 | 67 | 59 | 111 |
| TOTALS | | | | 5,052,821 | 1 | 116.5 | 133.5 | 90 | 31 | 51.5 | 85.5 | 80 | 155 |
| PERCENT | | | | | 1% | 31% | 36% | 24% | 8% | 14% | 23% | 21% | 42% |

TABLE 9 CONTINUED

ADMINISTRATION

| DISTRICT | NO. SALARY | SUPT. | ASST. SUPT. | H.S. PRIN. | MIDDLE JR. HS PRIN. | ELEM. PRIN. | ASST. PRIN. | BUS. MGR. | VOC. DIR. | OTHER | TOTAL NO./SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| BLOOMING PRAIRIE | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 27,250 | | 21,696 | | 21,833 | | | | | 70,779 |
| ELLENDALE-GENEVA | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 23,000 | | 17,500 | | 18,850 | | | | | 59,350 |
| MEDFORD | NO. | 1 | | 1 | | .5 | | | | | 2.5 |
| | SALARY | 25,000 | | 21,150 | | 8,975 | | | | | 55,125 |
| OWATONNA | NO. | 1 | | 1 | 1 | 5 | 2 | 1 | | 2 | 13 |
| | SALARY | 35,000 | | 30,000 | 27,000 | 121,300 | 46,600 | 25,750 | | 43,500 | 329,150 |
| TOTAL | NO. | 4 | | 4 | 1 | 7.5 | 2 | 1 | | 2 | 21.5 |
| | SALARY | 110,250 | | 90,346 | 27,000 | 170,958 | 46,600 | 25,750 | | 43,500 | 514,404 |

TABLE 9 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | DIRECTOR | | FOOTBALL | | BASKETBALL | | TRACK | | WRESTLING | | HOCKEY | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| BLOOMING PRAIRIE | NO. | 1 | | 6 | | 5 | 2 | 2 | 2 | 3 | | | |
| | SALARY | 1,785 | | 4,486.30 | | 3,474.80 | 1,487.50 | 1,368.50 | 987.70 | 2,451.40 | | | |
| ELLENDALE-GENEVA | NO. | 1 | | 5 | | 3 | 2 | 2 | 2 | 3 | | | |
| | SALARY | 1,102.50 | | 4,828 | | 2,414 | 1,312 | 1,470 | 945 | 2,414 | | | |
| MEDFORD | NO. | 1 | | 3 | | 2 | 2 | | 1 | 3 | | | |
| | SALARY | 1,150 | | 2,800 | | 1,975 | 1,975 | | 850 | 2,300 | | | |
| OWATONNA | NO. | 1 | 1 | 17 | | 9 | 2 | 8 | 2 | 6 | | 2 | |
| | SALARY | 607 | 607 | 13,275 | | 8,909 | 1,639 | 6,362 | 1,956 | 5,693 | | 3,019 | |
| TOTALS | NO. | 4 | 1 | 31 | | 19 | 8 | 12 | 7 | 15 | | 2 | |
| | SALARY | 4,644.50 | 607 | 25,389.30 | | 16,772.80 | 6,413.50 | 9,200.50 | 4,738.70 | 12,858.40 | | 3,019 | |

TABLE 9 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | GYMNASTICS M | GYMNASTICS W | SWIMMING M | SWIMMING W | VOLLEYBALL M | VOLLEYBALL W | ONE-ACT M | ONE-ACT W | DEBATE M | DEBATE W | CHEERLEADING M | CHEERLEADING W |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| BLOOMING PRAIRIE | NO. | | | | | | 2 | | 1 | | | | |
| | SALARY | | | | | | 863.84 | | 238 | | | | |
| ELLENDALE-GENEVA | NO. | | | | | | 2 | | 1 | | | | 1 |
| | SALARY | | | | | | 1,312 | | 160 | | | | 160 |
| MEDFORD | NO. | | | | | | 2 | 2 | | | | | 1 |
| | SALARY | | | | | | 1,950 | 700 | | | | | 225 |
| OWATONNA | NO. | | 2 | 2 | 2 | | | 2 | | 1 | | | 1 |
| | SALARY | | 2,445 | 2,839 | 1,639 | | | 890 | | 222 | | | 439 |
| TOTALS | NO. | | 2 | 2 | 2 | | 6 | 4 | 2 | 1 | | | 3 |
| | SALARY | | 2,445 | 2,839 | 1,639 | | 4,125.84 | 1,590 | 398 | 222 | | | 824 |

TABLE 9 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | CROSS COUNTRY | | DRILL TEAM | | MODERN DANCE | | GOLF | | PLAY-2 | | INTRAMURAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| BLOOMING PRAIRIE | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| ELLENDALE-GENEVA | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| MEDFORD | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| OWATONNA | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |

## TABLE 9 CONTINUED

## EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | BASEBALL | | 3-ACT | | BAND | | TENNIS | | TOTALS | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W |
| BLOOMING PRAIRIE | NO. | 2 | | | | | | | | 19 | 7 |
| | SALARY | 1,368.50 | | | | | | | | 14,934.50 | 3,577. |
| ELLENDALE-GENEVA | NO. | 2 | | | | | | | | 16 | 8 |
| | SALARY | 1,470 | | | | | | | | 13,698.50 | 3,889 |
| MEDFORD | NO. | 1 | | | | | | | | 12 | 6 |
| | SALARY | 850 | | | | | | | | 9,775 | 5,000 |
| OWATONNA | NO. | 5 | | | | | | | | 53 | 10 |
| | SALARY | 4,208 | | | | | | | | 46,024 | 8,725 |
| TOTALS | NO. | 10 | | | | | | | | 100 | 31 |
| | SALARY | 7,896.50 | | | | | | | | 84,432.00 | 21,191. |

TABLE 9 CONTINUED

| | NEGOTIATIONS | | | | | | NUMBER OF SECONDARY TEACHERS PER SUBJECT | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TEACHERS | | PRIN./ SUPT. | | NON-CERTIF. | | | | | | | | | | | | | | | | |
| DISTRICT | MEA | AFT | YES | NO | YES | NO | MATH | ENG. | SOC. STUD. | SCIEN. | HLTH | PHY. ED. | ART | MUSIC | BUS. OFFICE | HOME EC. | FOR. LANG. | AGR. | IND. ARTS | OTHER | TOTAL |
| BLOOMING PRAIRIE | X | | X | | | X | 4 | 7 | 5 | 3 | 3 | 3 | 1 | 3 | 3 | 2 | 1 | 5 | 2 | | 42 |
| ELLENDALE-GENEVA | X | | X | | | X | 2 | 3 | 3 | 2 | 2 → | | 1 | 2 | 1 | 1 | | 1 | 1 | 1 | 20 |
| MEDFORD | X | | | X | | X | | | | | MANY TEACH TWO SUBJECT AREAS | | | | | | | | | | 18 |
| OWATONNA | X | | | X | X | | 1.5 | 27 | 20 | 11 | 12 → | | 8 | 9 | 6 | 6 | 3 | 3 | 9 | 3 | 118.5 |
| TOTAL | | | | | | | 7.5 | 37 | 28 | 16 | 17 | 3 | 10 | 14 | 10 | 9 | 4 | 9 | 12 | 4 | 198.5 |

TABLE 9 CONTINUED

| DISTRICT | COMMUNITY SERVICES | | | SPECIAL EDUCATION | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NONE | PART-TIME | FULL TIME | TEACHER / STUDENT | EMR | TMR | SLBP | SPEECH | HEARING | TOTAL |
| BLOOMING PRAIRIE | | X | | TEACHERS | 1 | | 3 | .4 | | 4.4 |
| | | | | STUDENTS | 7 | | 45 | 24 | 1 | 77 |
| ELLENDALE-GENEVA | X | | | TEACHERS | | | 1 | .4 | | 1.4 |
| | | | | STUDENTS | | | 16 | 20 | | 36 |
| MEDFORD | X | | | TEACHERS | 1.5 | | .5 | .5 | | 2.5 |
| | | | | STUDENTS | 14 | | 6 | 20 | | 40 |
| OWATONNA | | X | | TEACHERS | 3 | 2 | 11 | 4 | 1 | 21 |
| | | | | STUDENTS | 43 | 10 | 140 | 115 | 6 | 314 |
| TOTALS | | | | TEACHERS | 5.5 | 2 | 15.5 | 5.3 | 1 | 29.3 |
| | | | | STUDENTS | 64 | 10 | 207 | 179 | 7 | 467 |

MT. PLEASANT
LAKE CITY
LAKE
PEPIN
WELLSCHESTER
253
813
WABASHA
GREENFIELD
811
GLASGOW
WEST ALBANY
GILLFORD
CHESTER
KELLOGG
809
ZUMBRO FALLS
HYDE PARK
OAKWOOD
HIGHLAND
WATOPA
MINNEISKA
MAZEPPA
ZUMBRO
MAZEPPA
WELLVILLE
55
861
HAMMOND
810
806
PLAINVIEW
PLAINVIEW
ELGIN
ELGIN
R 14
R 13
R 12
R 11
R 10
R 9
T 111
T 110
T 109
WABASHA
COUNTY
MINNESOTA

## WABASHA COUNTY

Wabasha County encompasses 594 square miles and has five school districts serving its students. Of those five school districts, all but one extends into other districts. Plainview extends into Winona and Olmsted Counties, Mazeppa extends into Goodhue and Olmsted Counties, Lake City extends into Goodhue County and Elgin-Millville extends into Olmsted County.

The five school districts have 10 school buildings ranging in construction date from 1907 to 1975.

Present enrollment in Wabasha County schools is 2,221 students in K-6 and 2,627 in 7-12, making a total of 4,848 students attending school.

Based on the present census data, there are 1,096 one through four-year-olds in this county. Using the existing data, and not taking into account migration, emigration, and any other changes that might occur, the projected enrollments for K-12 in the fall of 1977 would be 4,714 students. Fall of 1978 would enroll 4,529 students; 1979, 4,331 students, and 1980 would enroll 4,129 students. Using only the available information, enrollments appear to be declining.

Certified staff for Wabasha County schools includes: 1) classroom teachers which are those in direct instructional setting with students, 2) other teachers which include those not in direct instructional setting or in administration, like librarians, counselor, psychologists, etc., and 3) administrators. The total number of classroom teachers is 88.5 in K-6 and 140 in 7-12. This gives a total of 228.5 classroom teachers. The counselors, librarians, etc. called other instructional teachers total 46. Administrators total 17 in Wabasha County.

Given the following data, existing student/teacher ratios are calculated. The present student to classroom teacher ratio in K-6 would be 25.1 and 18.8 in 7-12.

In addition to the certified, non-certified is also a part of the school district. Non-certified staff include: custodians, clerical personnel, food service personnel, bus drivers, aides, and others, totaling 127.5 and costing the districts in this county about $610,268.

Transportation of students to and from school is a necessary part of any district. Transportation of these 4,848 students in Wabasha County includes: 78 bus routes, 59 buses, and approximately 1,770 miles traveled one-way or 3,540 miles traveled each day. Wabasha owns a bus garage. Three of the five run late bus service. These are Elgin-Millville, Lake City and Wabasha.

This report includes the following economic data: evaluation base, cost of the lunch program, expenditures per pupil unit, faculty salaries, administrative salaries, extra duty personnel costs, and others. The following averages (mean) for the Wabasha County school district includes: $14,796,215 EARC dollar value, $188,669,930 bonded indebtedness, and $10,570,426 assessed evaluations.

Table 10 provides comparisons of per pupil unit. (Based on 1975-76 data.) The averages (mean) for the Wabasha County schools are: administrative cost of $50, instructional salaries of $626, other instructional disbursements of $106, transportation disbursements of $101, and an average per pupil unit cost of $1,469.

Salary comparisons were based on the Minnesota School Board Association (MSBA) data. All schools have not reported this data to the MSBA at the time of this printing. The available data indicated that the lowest average salary was $11,215 and the highest average salary was $12,889.10 in the Wabasha County schools. The total cost for certified personnel in Wabasha County for 1976-77 was $3,078,834.

Comparing the staff at the Bachelor of Arts (BA) degree level and the Master of Arts (MA) degree level, the major part of the staff in Wabasha County is at BA and BA+ levels. About 82% of the people are located at this point. Most of the certified staff have teaching experience from steps 4 to 7, and 12 to 15. This represents about 65%.

In addition to comparing faculty salaries, comparisons can also be made with the administrative staff. The number of administrators ranges from 3 to 4. This costs these districts from $55,250 to $93,985. The total administrative staff for the Wabasha County schools is 17 with a total salary of $379,052.

Extra duty positions number 126 and cost the Wabasha County schools $75,500. The number of extra duty positions range from 17 to 31 and cost from $10,055 to $20,045.

The total number of secondary teachers for Wabasha County schools is 144. Foreign Language has the least number with 2.7 instructors and English the highest with 21.2 instructors.

Three of the districts have no director for community services and two of them have full-time directors. Various types of programs are included in these services.

There are a total of 341 students in special education. These include: Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR), Special Learning Behavior Problems (SLBP), speech and hearing. There are 23 teachers for these students. SLBP and speech encompass the largest number of teachers and students.

The information for Wabasha County schools summarized in this narrative can be examined in more detail in the following table.

TABLE 10

| WABASHA COUNTY | SIZE | | SCHOOL BUILDINGS | | ENROLLMENT & PROJECTIONS | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | PRESENT | | | | | | | | | | | | | | PROJECTED | | | | |
| DISTRICT | SQUARE MILES | EXTENSION | NUMBER | CONSTRUCTION DATE | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL | 1 YR OLDS | 2 YR OLDS | 3 YR OLDS | 4 YR OLDS | TOTAL |
| ELGIN-MILLVILLE | 96 | Olmsted 10 | 2 | 1959-1972 | 37 | 47 | 40 | 35 | 47 | 50 | 60 | 51 | 54 | 55 | 45 | 53 | 58 | 632 | 30 | 25 | 20 | 32 | 107 |
| LAKE CITY | 170 | Goodhue | 2 | 1930-1975 | 113 | 101 | 126 | 110 | 82 | 108 | 124 | 131 | 125 | 165 | 149 | 145 | 140 | 1,619 | 96 | 90 | 89 | 116 | 391 |
| MAZEPPA | 66 | Goodhue 8.5 Olmsted .5 | 2 | 1958-present | 35 | 26 | 23 | 28 | 30 | 31 | 38 | 32 | 43 | 46 | 36 | 37 | 39 | 444 | 25 | 19 | 19 | 14 | 77 |
| PLAINVIEW | 131 | Winona 26 Olmsted 18 | 1 | 1924-71 | 83 | 67 | 94 | 65 | 71 | 76 | 85 | 86 | 96 | 96 | 117 | 103 | 110 | 1,149 | 57 | 65 | 67 | 75 | 264 |
| WABASHA | 131 | | 3 | 1907-1974 | 70 | 49 | 47 | 53 | 53 | 64 | 53 | 99 | 95 | 99 | 125 | 103 | 94 | 1,004 | 51 | 75 | 61 | 70 | 257 |
| TOTAL | 594 | | 10 | | 338 | 290 | 330 | 291 | 283 | 329 | 360 | 399 | 413 | 461 | 472 | 441 | 441 | 4,848 | 259 | 274 | 256 | 307 | 1,096 |

TABLE 10 CONTINUED

CERTIFIED STAFF

| DISTRICT | CLASSROOM | | | | | | | | | | OTHER | | | ADMINISTRATION | | | TOTAL CERTIFIED STAFF |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | K | 1 | 2 | 3 | 4 | 5 | 6 | 7-12 | K-12 | TOTAL | 1 - 6 | 7 - 12 | TOTAL | 1 - 6 | 7 - 12 | K - 12 | |
| ELGIN-MILLVILLE | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 19 | | 32 | 4 | 2 | 6 | 1 | 1 | 1 | 41 |
| LAKE CITY | 2 | 5 | 5 | 5 | 3 | 4 | 5 | 46 | | 75 | 10 | 3 | 13 | 1 | 2 | 1 | 92 |
| MAZEPPA | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 14 | | 22 | 5 | 1 | 6 | 1 | 1 | 1 | 31 |
| PLAINVIEW | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 32 | | 53 | 6 | 11 | 17 | 1 | 1 | 1 | 73 |
| WABASHA | 1.5 | 2 | 2 | 2 | 2 | 3 | 3 | 29 | 2 | 46.5 | | 4 | 4 | 1 | 2 | 1 | 54.5 |
| TOTAL | 7.5 | 13 | 14 | 13 | 11 | 13 | 15 | 140 | 2 | 228.5 | 25 | 21 | 46 | 5 | 7 | 5 | 291.5 |

TABLE 10 CONTINUED

| DISTRICT | NON-CERTIFIED STAFF | | | | | | | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. SALARY | CUSTODIAL STAFF | CLERICAL STAFF | FOOD SERVICE | BUS DRIVERS | TRANS. SUPPORT PERSONNEL | AIDES | TOTAL | NUMBER ROUTES | MILES 1-WAY | NUMBER BUSES USED | PUBLIC BUSES OWNED | PRIVATE BUSES OWNED | GARAGE OWNED | GARAGE RENTED | BUSES IN GARAGE | LATE BUS SERVICE |
| ELGIN-MILLVILLE | NO. | 3 | 3 | 4 | | | | 10 | | | | | | | | | |
| | SALARY | 26,700 | 19,000 | 12,915 | | | | 58,615 | 12 | 164 | 11 | | X | | | | Yes |
| LAKE CITY | NO. | 8 | 7 | 16 | 17 | | 11 | 59 | | | | | | | | | |
| | SALARY | 78,522 | 47,700 | 49,234 | Private | | 48,525 | 223,981 | 24 | 240 | 17 | | X | | | | Yes |
| MAZEPPA | NO. | 3 | 3 | 5 | | | 4 | 15 | | | | | | | | | |
| | SALARY | 19,790 | 14,200 | 12,253 | | | 13,003 | 59,246 | 5 | 155 | 5 | | X | | | | No |
| PLAINVIEW | NO. | 7 | 5 | 5 | | | 7 | 24 | | | | | | | | | |
| | SALARY | 56,000 | 35,000 | 30,000 | | | 30,000 | 151,000 | 14 | 490 | 14 | | X | | | | No |
| WABASHA | NO. | 8 | 4 | 7 | .5 | | | 19.5 | | | | | | | | | |
| | SALARY | 68,426 | 24,835 | 20,165 | 4,000 | | | 117,426 | 23 | 721 | 12 | 1 | X | 1 | | 2 | Yes |
| TOTAL | NO. | 29 | 22 | 37 | 17.5 | | 22 | 127.5 | | | | | | | | | |
| | SALARY | 249,438 | 140,735 | 124,567 | 4,000 | | 91,528 | 610,268 | 78 | 1,770 | 59 | | | | | | |

TABLE 10 CONTINUED

ECONOMIC

| DISTRICT | EVALUATION BASE | | | | LUNCH PROGRAM | | | EXPENDITURES PER PUPIL UNIT | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | EARC | BONDED INDEBTEDNESS | ASSESSED VALUE | SCHOOL MILL RATES '77 | ADULT | SECONDARY | ELEMENTARY | PUPIL UNITS 1975-76 | ADMIN. COST | INST. SAL. | OTHER INST. | TRANS. | TOTAL PER PUPIL UNIT COST |
| ELGIN-MILLVILLE | 8,977,365 | 1,010,000 | 2,827,933 | 68.90 | .85 | .45 | .40 | 744 | 57 | 610 | 77 | 125 | 1,281 |
| LAKE CITY | 28,055,384 | 3,225,000 | 21,961,144 | 57.24 | 1.25 | .55 | .45 | 1,935 | 37 | 617 | 119 | 87 | 1,716 |
| MAZEPPA | 4,586,414 | 1,318,496 | 4,448,789 | 79.47 | .85 | .50 | .45 | 535 | 71 | 610 | 142 | 104 | 1,507 |
| PLAINVIEW | 18,459,708 | 1,601,786 | 13,355,902 | 60.06 | .85 | .35 | .30 | 1,348 | 40 | 625 | 103 | 107 | 1,373 |
| WABASHA | 13,902,203 | 2,278,214 | 10,258,362 | 66.26 | .85 | .40 | .40 | 1,188 | 45 | 670 | 89 | 84 | 1,470 |
| AVERAGE (MEAN) | 14,796,215 | 1,886,699 | 10,570,426 | 66.39 | .93 | .45 | .40 | 1,150 | 50 | 626 | 106 | 101 | 1,469 |

TABLE 10 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE | FACULTY SALARIES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MINIUM | MAXIUM | STEP | MINIMUM | MAXIUM | STEP | SALARIES | DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| ELGIN-MILLVILLE | 9,000 | 12,900 | 13 | | | | | B.A. | | 2 | 4 | 2 | 3 | 4 | 4.4 | 1 | 1 | 4.25 | | 1 | 5 | 1 | | |
| | | | | | | | | B.A. + 15 | | | | | | | | | | | | | | | | |
| | 9,500 | 13,400 | 13 | | | | | B.A. + 30 | | | | | | | | | | | 1 | | 1 | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,000 | 14,200 | 14 | | M.A. | | | | | | | | | | | | | | 2 | 2 | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 10,500 | 14,700 | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 2 | 4 | 2 | 3 | 4 | 4.4 | 1 | 1 | 4.25 | 1 | 1 | 6 | 3 | 2 | |

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TOTAL COST 1976-1977 SALARY SCHEDULE - $433,475

AVERAGE SALARY PAID 1976-1977 - 11,215

TABLE 10 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| LAKE CITY | 9,250 | 14,580 | 13 | | | | | B.A. | | 7 | 5 | 5 | | 5 | 2 | 1 | 3 | 1 | | | 6 | | | |
| | 9,525 | 14,985 | 13 | | | | | B.A. + 15 | | | | | 3 | 2 | 2 | | | 2 | 2 | 3 | 7 | | | |
| | 9,800 | 15,390 | 13 | | | | | B.A. + 30 | | 1 | | | | 3 | 1 | | 1 | | | | 4 | | | |
| | 10,075 | 15,795 | 13 | | | | | B.A. + 45 | | | | | | | 1 | 1 | | 1 | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,350 | 16,200 | 13 | | M.A. | | | | | | | 1 | 1 | | | | | 16 | 2 | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 8 | 5 | 5 | 3 | 10 | 7 | 3 | 4 | 4 | 2 | 3 | 33 | 2 | | |

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TOTAL COST 1976-1977 SALARY SCHEDULE - $1,147,130

AVERAGE SALARY PAID 1976-1977 - 12,889.10

TABLE 10 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | | | | | | | | | | | | | | | |

MAZEPPA

-200-

TOTAL COST 1976-1977 SALARY SCHEDULE -

AVERAGE SALARY PAID 1976-1977 -

TABLE 10 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PLAINVIEW | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,075 | 14,115 | 14 | | | | | B.A. | | 2 | 4 | 1 | 3 | 3 | 7 | | 1 | 2 | | 1 | | | 2 | |
| | 9,280 | 14,390 | 14 | | | | | B.A. + 15 | | | | | 2 | 1 | 4 | 3 | 1 | | | | | | 5 | |
| | 9,485 | 14,735 | 14 | | | | | B.A. + 30 | | | | | | | | 1 | 2 | | | | | | 2 | |
| | 9,690 | 15,080 | 14 | | | | | B.A. + 45 | | | | | | | | | 2 | 1 | 1 | | | | 2 | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,900 | 15,430 | 14 | | M.A. | | | | | 1 | | | 2 | 1 | | | | | 1 | 3 | |
| | | | | 10,110 | 15,780 | 14 | | M.A. + 15 | | | | | | | 1 | | | | | 1 | | 1 | 4 | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 2 | 4 | 1 | 6 | 4 | 12 | 6 | 7 | 3 | 1 | 2 | | 2 | 18 | |

TOTAL COST 1976-1977 SALARY SCHEDULE - $838,050

AVERAGE SALARY PAID 1976-1977 - 12,324

TABLE 10 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WABASHA - KELLOGG -202- | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,175 | 12,805 | 11 | | | | | B.A. | | 4 | 3 | 4 | 1 | 1 | 4 | 3 | | | | 1 | | | | |
| | 9,371 | 13,451 | 12 | | | | | B.A. + 15 | | | | 1 | 1 | 2 | 1 | 3 | 1 | 2 | 1 | | 6.5 | | | |
| | 9,567 | 13,767 | 12 | | | | | B.A. + 30 | | | | | | 1 | | 1 | 1 | | 1 | 1 | 4 | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 9,960 | 14,700 | 13 | | M.A. | | | | | | | | | 1 | | | | | 3 | | |
| | | | | 10,268 | 15,208 | 13 | | M.A. + 15 | | | | | | | | | | | | | | 2 | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 4 | 3 | 5 | 2 | 4 | 5 | 7 | 3 | 2 | 2 | 2 | 10.5 | 5 | | |

**TOTAL COST 1976-1977 SALARY SCHEDULE** - $660,179

**AVERAGE SALARY PAID 1976-1977** - 11,895

TABLE 10 CONTINUED

SALARY/STAFF COMPARISONS

| WABASHA | SALARIES | | | | NUMBER OF STAFF AT | | | | | NUMBER OF STEPS AT | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MIN. | MAX. | AVE. SALARY | TOTAL COST 1976-77 SALARY SCHEDULE | NON-DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 |
| ELGIN-MILLVILLE | 9,000 | 14,700 | 11,215 | 433,475 | | 32.65 | 2 | 4 | | 8 | 12.4 | 7.25 | 11 |
| LAKE CITY | 9,250 | 16,200 | 12,889.10 | 1,147,130 | | 35 | 34 | 20 | | 18 | 23 | 13 | 35 |
| MAZEPPA | | | | | | | | | | | | | |
| PLAINVIEW | 9,075 | 15,780 | 12,324 | 838,050 | | 26 | 27 | 8 | 7 | 7 | 28 | 13 | 20 |
| WABASHA-KELLOGG | 9,175 | 15,208 | 11,895 | 660,179 | | 21 | 27.5 | 4 | 2 | 12 | 18 | 9 | 15.5 |
| TOTALS | | | | 3,078,834 | | 114.65 | 90.5 | 36 | 9 | 45 | 81.4 | 42.25 | 81.5 |
| PERCENT | | | | | | 46% | 36% | 14% | 4% | 18% | 32% | 17% | 33% |

TABLE 10 CONTINUED

ADMINISTRATION

| DISTRICT | NO. SALARY | SUPT. | ASST. SUPT. | H.S. PRIN. | MIDDLE JR. HS PRIN. | ELEM. PRIN. | ASST. PRIN. | BUS. MGR. | VOC. DIR. | OTHER | TOTAL NO./SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| ELGIN-MILLVILLE | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 25,000 | | 21,350 | | 17,850 | | | | | 64,200 |
| LAKE CITY | NO. | 1 | | 1 | | 1 | 1 | | | | 4 |
| | SALARY | 27,910 | | 24,980 | | 21,135 | 19,960 | | | | 93,985 |
| MAZEPPA | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 20,000 | | 19,000 | | 16,250 | | | | | 55,250 |
| PLAINVIEW | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 28,350 | | 24,500 | | 24,000 | | | | | 76,850 |
| WABASHA | NO. | 1 | | 1 | 1 | 1 | | | | | 4 |
| | SALARY | 25,967 | | 22,282 | 20,321 | 20,197 | | | | | 88,767 |
| TOTAL | NO. | 5 | | 5 | 1 | 5 | 1 | | | | 17 |
| | SALARY | 127,227 | | 112,112 | 20,321 | 99,432 | 19,960 | | | | 379,052 |

TABLE 10 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | DIRECTOR | | FOOTBALL | | BASKETBALL | | TRACK | | WRESTLING | | HOCKEY | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| ELGIN-MILLVILLE | NO. | | | 3 | | 4 | 4 | 2 | 2 | | | | |
| | SALARY | | | 1,800 | | 2,000 | 1,550 | 1,450 | 1,200 | | | | |
| LAKE CITY | NO. | 1 | | 7 | | 6 | 3 | 2 | 2 | 3 | | | |
| | SALARY | 1,250 | | 4,620 | | 3,850 | 1,860 | 1,400 | 1,000 | 2,350 | | | |
| MAZEPPA | NO. | 1 | | 3 | | 4 | 1 | 1 | 1 | 2 | | | |
| | SALARY | --- | | 1,985 | | 2,925 | 955 | 345 | 345 | 1,765 | | | |
| PLAINVIEW | NO. | 1 | | 6 | | 5 | 3 | 2 | 2 | 3 | | | |
| | SALARY | 1,050 | | 3,700 | | 3,000 | 2,500 | 1,500 | 1,500 | 2,200 | | | |
| WABASHA | NO. | 1 | | 5 | | 4 | 4 | 2 | 2 | 3 | | | |
| | SALARY | 1,200 | | 3,575 | | 2,650 | 2,000 | 1,100 | 1,150 | 1,575 | | | |
| TOTALS | NO. | 4 | | 24 | | 23 | 15 | 9 | 9 | 11 | | | |
| | SALARY | 3,500 | | 15,680 | | 14,425 | 8,865 | 5,795 | 5,195 | 7,890 | | | |

TABLE 10 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | | GYMNASTICS | | SWIMMING | | VOLLEYBALL | | ONE-ACT | | DEBATE | | CHEERLEADING | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. / SALARY | M | W | M | W | M | W | M | W | M | W | M | W |
| ELGIN-MILLVILLE | NO. | | | | | | 2 | 1 | | | | | 1 |
| | SALARY | | | | | | 900 | 250 | | | | | 200 |
| LAKE CITY | NO. | | | | | | 3 | 1 | | | | | 1 |
| | SALARY | | | | | | 1,860 | 175 | | | | | 280 |
| MAZEPPA | NO. | | | | | | 1 | 1 | 1 | | | | |
| | SALARY | | | | | | 735 | 320 | 90 | | | | |
| PLAINVIEW | NO. | | | | | | 2 | 1 | | | | | 1 |
| | SALARY | | | | | | 1,300 | 500 | | | | | 450 |
| WABASHA | NO. | | 1 | | | | 3 | 1 | | | | | 2 |
| | SALARY | | 650 | | | | 1,475 | 225 | | | | | 350 |
| TOTALS | NO. | | 1 | | | | 11 | 5 | 1 | | | | 5 |
| | SALARY | | 650 | | | | 6,270 | 1,470 | 90 | | | | 1,280 |

TABLE 10 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | CROSS COUNTRY | | DRILL TEAM | | MODERN DANCE | | GOLF | | PLAY-2 | | INTRAMURAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| ELGIN-MILLVILLE | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| LAKE CITY | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| MAZEPPA | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| PLAINVIEW | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| WABASHA | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| TOTALS | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |

TABLE 10 CONTINUED

EXTRA DUTY PERSONNEL

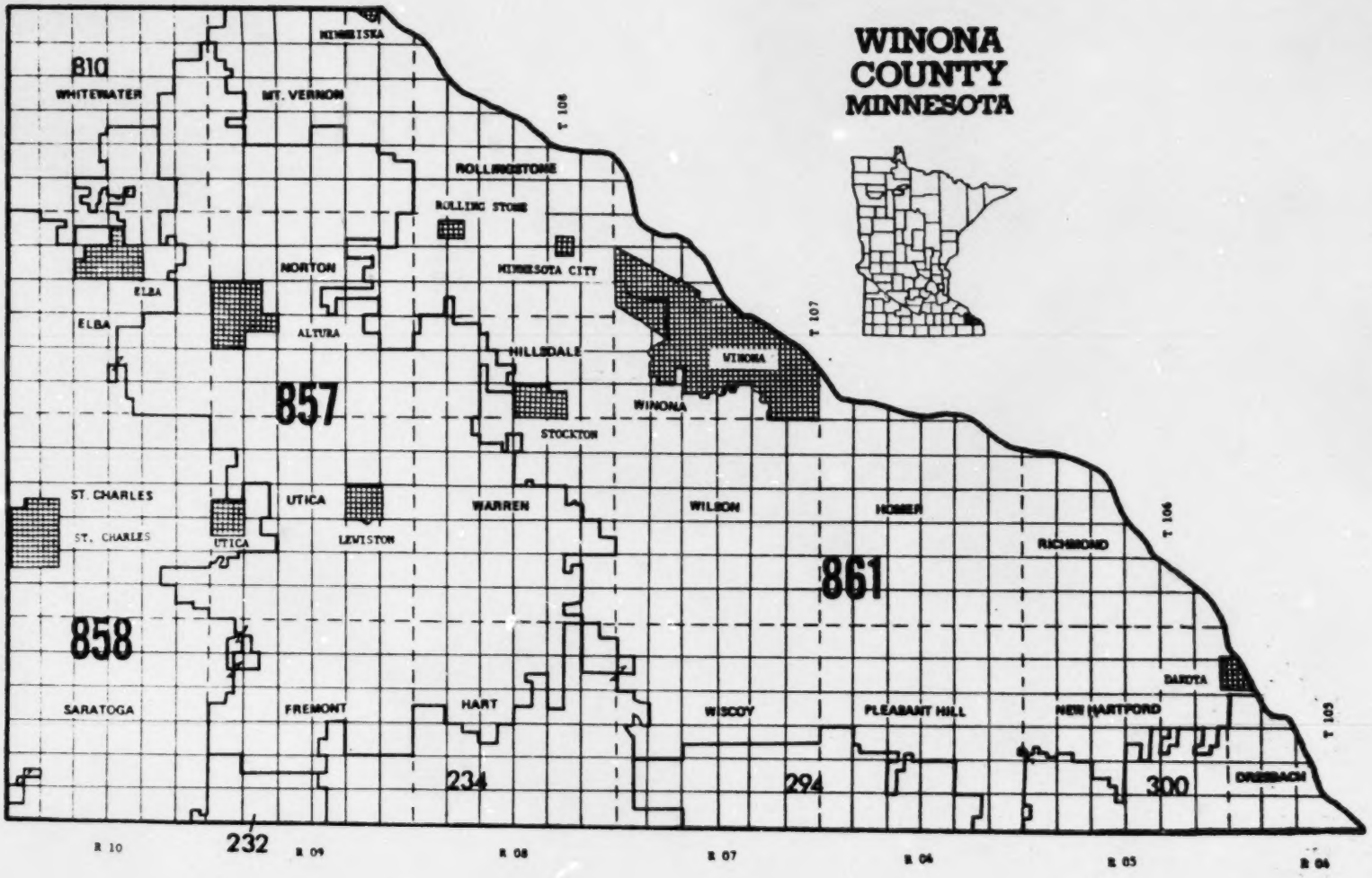
| DISTRICT | NO. SALARY | BASEBALL | | 3-ACT | | BAND | | TENNIS | | TOTALS | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W |
| ELGIN-MILLVILLE | NO. | | | | | | | | | 10 | 9 |
| | SALARY | | | | | | | | | 5,500 | 3,850 |
| LAKE CITY | NO. | 2 | | | | | | | | 22 | 9 |
| | SALARY | 1,400 | | | | | | | | 15,045 | 5,000 |
| MAZEPPA | NO. | 1 | | | | | | | | 13 | 4 |
| | SALARY | 590 | | | | | | | | 7,930 | 2,125 |
| PLAINVIEW | NO. | 3 | | | | | | | | 21 | 8 |
| | SALARY | 1,400 | | | | | | | | 13,350 | 5,750 |
| WABASHA | NO. | 2 | | | | | | | | 18 | 12 |
| | SALARY | 1,000 | | | | | | | | 11,325 | 5,625 |
| TOTALS | NO. | 8 | | | | | | | | 84 | 42 |
| | SALARY | 4,390 | | | | | | | | 53,150 | 22,350 |

TABLE 10 CONTINUED

| | NEGOTIATIONS | | | | | | NUMBER OF SECONDARY TEACHERS PER SUBJECT | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TEACHERS | | PRIN./ SUPT. | | NON-CERTIF. | | | | | | | | | | | | | | | |
| DISTRICT | MEA | AFT | YES | NO | YES | NO | MATH | ENG. | SOC. STUD. | SCIEN. | HLTH | PHY. ED. | ART | MUSIC | BUS. OFFICE | HOME EC. | FOR. LANG. | AGR. | IND. ARTS | OTHER | TOTAL |
| ELGIN-MILLVILLE | X | | | X | | X | 2 | 2.5 | 2 | 2 | 2 → | | 1 | 2 | 2 | 1 | 1 | | 1 | | 18.5 |
| LAKE CITY | X | | | X | | X | 4.6 | 8.2 | 6.8 | 4.4 | .8 | 3.2 | 1.8 | 3 | 2 | 3 | .2 | 1 | 4 | 3 | 46 |
| MAZEPPA | X | | | X | | X | 2 | 2 | 2 | 2 | 1 | 1 | | 1 | 1 | 1 | | 1 | 1 | | 15 |
| PLAINVIEW | X | | X | | | X | 4 | 4.5 | 4.5 | 3.5 | 1 | 2 | 1 | 3 | 2 | 2.5 | .5 | 1 | 2 | 4 | 35.5 |
| WABASHA | X | | X | | | X | 3 | 4 | 3 | 3 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 3 | 1 | 29 |
| TOTALS | | | | | | | 15.6 | 21.2 | 18.3 | 14.9 | 5.8 | 7.2 | 5.8 | 11 | 9 | 9.5 | 2.7 | 4 | 11 | 8 | 144 |

TABLE 10 CONTINUED

| DISTRICT | COMMUNITY SERVICES | | | SPECIAL EDUCATION | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NONE | PART-TIME | FULL TIME | TEACHER / STUDENT | EMR | TMR | SLBP | SPEECH | HEARING | TOTAL |
| ELGIN - MILLVILLE | X | | | TEACHERS | 1 | | 2 | .4 | | 3.4 |
| | | | | STUDENTS | 15 | 3 | 30 | 16 | | 64 |
| LAKE CITY | | | X | TEACHERS | 3 | 1 | 2 | 1 | | 7 |
| | | | | STUDENTS | 29 | 8 | 42 | 15 | | 94 |
| MAZEPPA | X | | | TEACHERS | 1 | | 1 | 1 | | 3 |
| | | | | STUDENTS | 9 | | 12 | 14 | | 35 |
| PLAINVIEW | | | X | TEACHERS | 1 | 1 | 3 | .6 | | 5.6 |
| | | | | STUDENTS | 15 | 6 | 30 | 20 | 2 | 73 |
| WABASHA | X | | | TEACHERS | 2 | | 1 | 1 | | 4 |
| | | | | STUDENTS | 30 | | 15 | 30 | | 75 |
| TOTALS | | | | TEACHERS | 8 | 2 | 9 | 4.0 | | 23 |
| | | | | STUDENTS | 98 | 17 | 129 | 95 | 2 | 341 |


WINONA
COUNTY
MINNESOTA
810
WHITEWATER
MT. VERNON
ROLLINGSTONE
ROLLING STONE
NORTON
MINNESOTA CITY
ELBA
ELBA
ALTURA
HILLSDALE
WINONA
WINONA
857
STOCKTON
ST. CHARLES
ST. CHARLES
UTICA
UTICA
LEWISTON
WARREN
WILSON
HOMER
RICHMOND
861
858
SARATOGA
FREMONT
HART
WISCOY
PLEASANT HILL
NEW HARTFORD
DAKOTA
ORRBACH
234
294
300
232
T 108
T 107
T 106
T 105
R 10
R 09
R 08
R 07
R 06
R 05
R 04

## WINONA COUNTY

Winona County encompasses 910 square miles and has three school districts serving its students. Of those three school districts, St. Charles extends into Olmsted and Fillmore Counties and Winona extends into Wabasha County.

The three school districts have 27 school buildings ranging in construction date from 1906 to 1971.

Present enrollment in Winona County schools is 3,695 students in K-6 and 4,096 in 7-12, making a total of 7,791 students attending school.

Based on the present census data, there are 2,045 one through four-year-olds in this county. Using the existing data, and not taking into account migration, emigration, and any other changes that might occur, the projected enrollments for K-12 in the fall of 1977 would be 7,730 students. Fall of 1978 would enroll 7,489 students; 1979, 7,253 students, and 1980 would enroll 7,040 students. Using only the available information, enrollments appear to be declining.

Certified staff for Winona County schools includes: 1) classroom teachers which are those in direct instructional setting with students, 2) other teachers which include those not in direct instructional setting or in administration, like librarians, counselors, psychologists, etc., and 3) administrators. The total number of classroom teachers is 151.5 in K-6 and 211.1 in 7-12. This gives a total of 362.6 classroom teachers. The counselors, librarians, etc. called other instructional teachers total 90.5. Administrators total 25 in Winona County.

Given the following data, existing student/teacher ratios are calculated. The present student to classroom teacher ratio in K-6 would be 24.4 and 19.4 in 7-12.

In addition to the certified, non-certified is also a part of the school district. Non-certified staff include: custodians, clerical personnel, food service personnel, bus drivers, aides, and other, totaling 317.6 and costing the districts in this county about $1,214,615.68.

Transportation of students to and from school is a necessary part of any district. Transportation of these 7,791 students in Winona County includes: 100 bus routes, 106 buses, and approximately 2,080 miles traveled one-way or 4,160 miles traveled each day. None of the schools own garages. Two of the three run late bus service. They are Lewiston and Winona.

This report includes the following economic data: evaluation base, cost of the lunch program, expenditures per pupil unit, faculty salaries, administrative salaries, extra duty personnel costs and others. The following averages (mean) for the Winona County school district includes: $42,833,119 EARC dollar value, $2,882,333 bonded indebtedness, and $36,833,145 assessed evaluations.

Table 11 provides comparisons of per pupil unit. (Based on 1975-76 data.) The averages (mean) for the Winona County schools are: administrative cost of $41, instructional salaries of $682.3, other instructional disbursements of $103, transportation disbursements of $92.7, and an average per pupil unit cost of $1,636.

Salary comparisons were based on the Minnesota School Board Association (MSBA) data. All schools have not reported this data to the MSBA at the time of this printing. The available data indicated that the lowest average salary was $11,903 and the highest average salary was $14,174.73 in the Winona County schools. The total cost for certified personnel in Winona County for 1976-77 was $5,544,820.

Comparing the staff at the Bachelor of Arts (BA) degree level and the Master of Arts (MA) degree level, the major part of the staff in Winona County is at BA+ and MA+ levels. About 60% of the people are located at these points. Most of the certified staff have teaching experience from steps 4 to 7 and 12 to 15. This represents about 60%.

In addition to comparing faculty salaries, comparisons can also be made with the administrative staff. The number of administrators ranges from 3 to 19. This costs these districts from $70,200 to $444,017. The total administrative staff for the Winona County schools is 25 with a total salary of $586,317.

Extra duty positions number 147 and cost the Winona County schools $134,515. The number of extra duty positions range from 32 to 83 and cost from $17,585 to $94,255.

The total number of secondary teachers for Winona County schools is 218. Physical Education and Agriculture have the least number with 6 instructors and English the highest with 35 instructors.

None of the districts in Winona County have a director for community services.

There are a total of 541 students in special education. These include: Emotionally Mentally Retarded (EMR), Trainable Mentally Retarded (TMR), and Special Learning Behavior Problems (SLBP), speech and hearing. There are 48 teachers for these students. EMR and SLBP encompass the largest number of teachers and students.

The information for Winona County schools summarized in this narrative can be examined in more detail in the following table.

TABLE 11

| WINONA COUNTY | SIZE | | SCHOOL BUILDINGS | | ENROLLMENT & PROJECTIONS | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | PRESENT | | | | | | | | | | | | | | PROJECTED | | | | |
| DISTRICT | SQUARE MILES | EXTENSION | NUMBER | CONSTRUC-TION DATE | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | TOTAL | 1 YR OLDS | 2 YR OLDS | 3 YR OLDS | 4 YR OLDS | TOTAL |
| LEWISTON | 350 | | 3 | 1958-1976 | 51 | 56 | 65 | 62 | 54 | 50 | 53 | 65 | 73 | 84 | 88 | 86 | 91 | 878 | 56 | 64 | 76 | 65 | 261 |
| ST. CHARLES | 160 | Olmsted 15<br>Fillmore 1 | 2 | 1920-1966 | 82 | 68 | 77 | 75 | 74 | 79 | 72 | 78 | 69 | 92 | 99 | 100 | 102 | 1,067 | 55 | 59 | 52 | 61 | 227 |
| WINONA | 400 | Wabasha 30 | 22 | 1906-1971 | 378 | 398 | 394 | 377 | 387 | 390 | 453 | 488 | 527 | 492 | 545 | 543 | 474 | 5,846 | 344 | 373 | 360 | 480 | 1,557 |
| TOTALS | 910 | | 27 | | 511 | 522 | 536 | 514 | 515 | 519 | 578 | 631 | 669 | 668 | 732 | 729 | 667 | 7,791 | 455 | 496 | 488 | 606 | 2,045 |

TABLE 11 CONTINUED

CERTIFIED STAFF

| DISTRICT | CLASSROOM | | | | | | | | | | OTHER | | | ADMINISTRATION | | | TOTAL CERTIFIED STAFF |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | K | 1 | 2 | 3 | 4 | 5 | 6 | 7-12 | K-12 | TOTAL | 1 - 6 | 7 - 12 | TOTAL | 1 - 6 | 7 - 12 | K - 12 | |
| LEWISTON | 1.5 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | | 43.5 | 11 | 5 | 16 | 1 | 1 | 1 | 62.5 |
| ST. CHARLES | 1.5 | 3 | 3 | 3 | 3 | 3 | 3 | 31.1 | | 50.6 | 1 | 2.5 | 3.5 | 1 | 1 | 1 | 57.1 |
| WINONA | 9.5 | 18 | 16 | 17 | 17 | 17 | 18 | 156 | | 268.5 | 51 | 20 | 71 | 6 | 6 | 7 | 358.5 |
| TOTAL | 12.5 | 24 | 22 | 23 | 23 | 23 | 24 | 211.1 | | 362.6 | 63 | 27.5 | 90.5 | 8 | 8 | 9 | 478.1 |

TABLE 11 CONTINUED

| DISTRICT | NON-CERTIFIED STAFF | | | | | | | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. SALARY | CUSTODIAL STAFF | CLERICAL STAFF | FOOD SERVICE | BUS DRIVERS | TRANS. SUPPORT PERSONNEL | AIDES | TOTAL | NUMBER ROUTES | MILES 1-WAY | NUMBER BUSES USED | PUBLIC BUSES OWNED | PRIVATE BUSES OWNED | GARAGE OWNED | GARAGE RENTED | BUSES IN GARAGE | LATE BUS SERVICE |
| LEWISTON | NO. | 6.5 | 4.5 | 7.5 | 17 | 1 | 7 | 43.5 | 19 | 665 | 24 | X | | X | | 4 | Yes |
| | SALARY | 52,207 | 31,997 | 41,945 | 116,364 | 13,000 | 21,913 | 277,426 | | | | | | | | | |
| ST. CHARLES | NO. | 6.75 | 5 | 7 | | | 4.375 | 23.125 | 13 | 415 | 14 | | X | | | | No |
| | SALARY | 59,780 | 28,045 | 24,350 | | | 3,290 | 115,465 | | | | | | | | | |
| WINONA | NO. | 41 | 48 | 51 | 75 | 5 | 31 | 251 | 68 | 1,000 | 68 | | X | | | | Yes |
| | SALARY | 373,715 | 260,479.20 | 120,886.28 | ----- | ------ | 66,644.20 | 821,724.68 | | | | | | | | | |
| TOTAL | NO. | 54.25 | 57.5 | 65.5 | 92 | 6 | 42.375 | 317.63 | | | | | | | | | |
| | SALARY | 485,702 | 320,521.20 | 187,181.28 | 116,364 | 13,000 | 91,847.20 | 1,214,615.68 | 100 | 2,080 | 106 | | | | | | |

TABLE 11 CONTINUED

ECONOMIC

| DISTRICT | EVALUATION BASE | | | | LUNCH PROGRAM | | | EXPENDITURES PER PUPIL UNIT | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | EARC | BONDED INDEBTEDNESS | ASSESSED VALUE | SCHOOL MILL RATES '77 | ADULT | SECONDARY | ELEMENTARY | PUPIL UNITS 1975-76 | ADMIN. COST | INST. SAL. | OTHER INST. | TRANS. | TOTAL PER PUPIL UNIT COST |
| LEWISTON | 17,458,819 | 2,165,000 | 13,447,865 | 58.89 | .85 | .45 | .40 | 1,113 | 49 | 637 | 124 | 111 | 2,167 |
| ST. CHARLES | 16,380,538 | 900,000 | 11,245,247 | 57.29 | .85 | .50 | .45 | 1,264 | 48 | 690 | 83 | 77 | 1,315 |
| WINONA | 94,660,000 | 5,582,000 | 85,806,322 | 48.22 | .85 | .45 | .45 | 7,067 | 26 | 720 | 102 | 90 | 1,426 |
| AVERAGE (MEAN) | 42,833,119 | 2,882,333 | 36,833,145 | 54.8 | .85 | .47 | .43 | 3,148 | 41 | 682.3 | 103 | 92.7 | 1,636 |

TABLE 11 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| LEWISTON | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,200 | 13,490 | 13 | | | | | B.A. | | 3 | 3 | 1 | 5 | 1 | 1 | 1 | | 3 | 2 | | | 2 | | |
| | 9,450 | 13,740 | 13 | | | | | B.A. + 15 | | | | 1 | 1 | 2 | 2 | | 2 | 1 | | | 1 | 2 | | |
| | 9,700 | 14,055 | 13 | | | | | B.A. + 30 | | | | | 1 | | | 1 | 5 | 3 | 1 | | | 1 | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,200 | 14,620 | 13 | | M.A. | | | | | | | | | | 2 | | 2 | 2 | 4 | | |
| | | | | | | | | M.A. + 15 | | | | | | | | | | | | | | | | |
| | | | | 10,450 | 14,870 | 13 | | M.A. + 20 | | | | | | 1 | | | | | | 2 | | | | |
| | | | | | | | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 3 | 3 | 2 | 7 | 4 | 3 | 2 | 7 | 9 | 3 | 4 | 3 | 9 | | |

**TOTAL COST 1976-1977 SALARY SCHEDULE** - $702,280

**AVERAGE SALARY PAID 1976-1977** - 11,903

TABLE 11 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE MINIUM | BACHELOR DEGREE MAXIUM | BACHELOR DEGREE STEP | MASTERS DEGREE MINIMUM | MASTERS DEGREE MAXIUM | MASTERS DEGREE STEP | NON-DEGREE SALARIES | FACULTY SALARIES DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ST. CHARLES | | | | | | | | Non-Degree | | | | | | | | | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,225 | 12,605 | 11 | | | | | B.A. | 1 | 3 | 2 | | 2 | | 1 | | | | | | | | | |
| | 9,500 | 12,995 | 11 | | | | | B.A. + 15 | 1 | 1 | | | 2 | 1 | | 1 | 1 | | 2 | 6 | | | | |
| | 9,775 | 13,220 | 11 | | | | | B.A. + 30 | | 1 | | 2 | | | | | 1 | 1 | | 6 | | | | |
| | 10,050 | 13,870 | 12 | | | | | B.A. + 45 | | | | | | 1 | | 2 | 1 | | | | 2 | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,325 | 14,535 | 13 | | M.A. | | | | 1 | | 1 | 1 | 1 | | | | 1 | 2 | 1 | | |
| | | | | 10,325 | 14,535 | 13 | | M.A. + 15 | | | | | | | | | 1 | 2 | | 1 | 5 | 1 | 6 | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 10,600 | 15,200 | 14 | | M.A. + 30 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | 2 | 5 | 2 | 3 | 4 | 3 | 2 | 4 | 4 | 3 | 2 | 14 | 9 | 2 | 6 | |

-219-

TOTAL COST 1976-1977 SALARY SCHEDULE - $320,800

AVERAGE SALARY PAID 1976-1977 - 12,627.69

TABLE 11 CONTINUED

SALARY SCHEDULE

| DISTRICT | BACHELOR DEGREE | | | MASTERS DEGREE | | | NON-DEGREE | FACULTY SALARIES | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MINIUM | MAXIUM | STEP | MINIMUM | MAXIUM | STEP | SALARIES | DEGREE & STEP | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| VINONA -220- | | | | | | | 9,100 | Non-Degree | | | | | | | | 3 | | | | | | | | |
| | | | | | | | | 10-Month Contract | | | | | | | | | | | | | | | | |
| | | | | | | | | 2-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | 3-Year | | | | | | | | | | | | | | | | |
| | 9,100 | 12,585 | 7 | | | | | B.A. | | 17 | 14 | 8 | 5 | 2 | 4 | 10 | | | | | | | | |
| | 9,255 | 13,415 | 8 | | | | | B.A. + 15 | | | 5 | 2 | 4 | 6 | 6 | 5 | 14 | | | | | | | |
| | 9,515 | 15,900 | 12 | | | | | B.A. + 30 | | | | 1 | 6 | 6 | 5 | 5 | 3 | | 5 | 2 | 12 | | | |
| | | | | | | | | B.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. Equivalent | | | | | | | | | | | | | | | | |
| | | | | 10,010 | 18,100 | 13 | | M.A. | | 2 | | 2 | 3 | 3 | 11 | 6 | 6 | 4 | 2 | 3 | 2 | 18 | | |
| | | | | 12,010 | 18,600 | 13 | | M.A. + 15 | | | | | 1 | 1 | 2 | 2 | 4 | | 3 | 1 | 4 | 31 | | |
| | | | | | | | | M.A. + 20 | | | | | | | | | | | | | | | | |
| | | | | 13,370 | 19,250 | | | M.A. + 30 | | | | | | | 2 | 1 | 2 | 4 | 1 | 2 | 1 | 45 | | |
| | | | | | | | | M.A. + 40 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 45 | | | | | | | | | | | | | | | | |
| | | | | | | | | M.A. + 60 | | | | | | | | | | | | | | | | |
| | | | | | | | | 6-Year | | | | | | | | | | | | | | | | |
| | | | | | | | | Ed. Spec. | | | | | | | | | | | | | | | | |
| | | | | | | | | Doctorate | | | | | | | | | | | | | | | | |
| | | | | | | | | Total Staff | | 19 | 19 | 13 | 19 | 18 | 30 | 32 | 29 | 8 | 11 | 8 | 19 | 94 | | |

**TOTAL COST 1976-1977 SALARY SCHEDULE** - $4,521,740

**AVERAGE SALARY PAID 1976-1977** - 14,174.73

TABLE 11 CONTINUED

SALARY/STAFF COMPARISONS

| WINONA | SALARIES | | | | NUMBER OF STAFF AT | | | | | NUMBER OF STEPS AT | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MIN. | MAX. | AVE. SALARY | TOTAL COST 1976-77 SALARY SCHEDULE | NON-DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 |
| LEWISTON | 9,200 | 14,870 | 11,903 | 702,280 | | 22 | 24 | 10 | 3 | 8 | 16 | 23 | 12 |
| ST. CHARLES | 9,225 | 15,200 | 12,627.69 | 320,800 | | 9 | 32 | 8 | 16 | 12 | 13 | 23 | 17 |
| WINONA | 9,100 | 19,250 | 14,174.73 | 4,521,740 | 3 | 60 | 87 | 62 | 107 | 54 | 96 | 56 | 113 |
| TOTAL | | | | 5,544,820 | 3 | 91 | 143 | 80 | 126 | 74 | 125 | 102 | 142 |
| PERCENT | | | | | 1% | 21% | 32% | 18% | 28% | 17% | 28% | 23% | 32% |

TABLE 11 CONTINUED

ADMINISTRATION

| DISTRICT | NO. SALARY | SUPT. | ASST. SUPT. | H.S. PRIN. | MIDDLE JR. HS PRIN. | ELEM. PRIN. | ASST. PRIN. | BUS. MGR. | VOC. DIR. | OTHER | TOTAL NO./SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| LEWISTON | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 27,000 | | 23,000 | | 20,200 | | | | | 70,200 |
| ST. CHARLES | NO. | 1 | | 1 | | 1 | | | | | 3 |
| | SALARY | 26,000 | | 23,300 | | 22,800 | | | | | 72,100 |
| WINONA | NO. | 1 | 1 | 1 | 1 | 6 | 4 | 2 | 2 | 1 | 19 |
| | SALARY | 34,500 | 29,350 | 29,200 | 26,900 | 132,400 | 85,367 | 34,150 | 52,900 | 19,250 | 444,017 |
| TOTAL | NO. | 3 | 1 | 3 | 1 | 8 | 4 | 2 | 2 | 1 | 25 |
| | SALARY | 87,500 | 29,350 | 75,500 | 26,900 | 175,400 | 85,367 | 34,150 | 52,900 | 19,250 | 586,317 |

TABLE 11 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | DIRECTOR | | FOOTBALL | | BASKETBALL | | TRACK | | WRESTLING | | HOCKEY | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| LEWISTON | NO. | 1 | | 5 | | 3 | 3 | 3 | 3 | 3 | | | |
| | SALARY | 1,200 | | 3,875 | | 2,625 | 2,050 | 1,875 | 1,875 | 2,625 | | | |
| ST. CHARLES | NO. | 1 | | 5 | | 6 | 3 | 2 | 2 | 4 | | | |
| | SALARY | 1,450 | | 3,310 | | 3,170 | 1,990 | 865 | 865 | 2,700 | | | |
| WINONA | NO. | 1 | 1 | 17 | | 11 | 3 | 6 | 3 | 5 | | | |
| | SALARY | 21,020 | 13,435 | 14,800 | | 8,350 | 1,850 | 4,650 | 1,700 | 4,575 | | | |
| TOTALS | NO. | 3 | 1 | 27 | | 20 | 9 | 11 | 8 | 12 | | | |
| | SALARY | 23,670 | 13,435 | 21,985 | | 14,145 | 5,890 | 7,390 | 4,440 | 9,900 | | | |

TABLE 11 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | GYMNASTICS M | GYMNASTICS W | SWIMMING M | SWIMMING W | VOLLEYBALL M | VOLLEYBALL W | ONE-ACT M | ONE-ACT W | DEBATE M | DEBATE W | CHEERLEADING M | CHEERLEADING W |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| LEWISTON | NO. | | 3 | | | | 3 | | 1 | | | | 1 |
| | SALARY | | 2,050 | | | | 1,850 | | 400 | | | | 375 |
| ST. CHARLES | NO. | | | | | | 2 | 2 | 1 | 1 | | | 1 |
| | SALARY | | | | | | 1,305 | 300 | 150 | 350 | | | 265 |
| WINONA | NO. | | 3 | 5 | 2 | | 3 | | 1 | 2 | | | 2 |
| | SALARY | | 1,650 | 4,875 | 1,500 | | 1,750 | | 250 | 1,750 | | | 1,000 |
| TOTALS | NO. | | 6 | 5 | 2 | | 8 | 2 | 3 | 3 | | | 4 |
| | SALARY | | 3,700 | 4,875 | 1,500 | | 4,905 | 300 | 800 | 2,100 | | | 1,640 |

TABLE 11 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | CROSS COUNTRY | | DRILL TEAM | | MODERN DANCE | | GOLF | | PLAY-2 | | INTRAMURAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W | M | W |
| LEWISTON | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| ST. CHARLES | NO. | | | | | | | | | | | | |
| | SALARY | | | | | | | | | | | | |
| WINONA | NO. | 2 | 1 | | 1 | | 2 | 2 | | | | | |
| | SALARY | 1,300 | 500 | | 400 | | 600 | 1,450 | | | | | |
| TOTALS | NO. | 2 | 1 | | 1 | | 2 | 2 | | | | | |
| | SALARY | 1,300 | 500 | | 400 | | 600 | 1,450 | | | | | |

TABLE 11 CONTINUED

EXTRA DUTY PERSONNEL

| DISTRICT | NO. SALARY | BASEBALL | | 3-ACT | | BAND | | TENNIS | | TOTALS | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | M | W | M | W | M | W | M | W | M | W |
| LEWISTON | NO. | 3 | | | | | | | | 18 | 14 |
| | SALARY | 1,875 | | | | | | | | 14,075 | 8,600 |
| ST. CHARLES | NO. | 2 | | | | | | | | 23 | 9 |
| | SALARY | 865 | | | | | | | | 13,010 | 4,575 |
| WINONA | NO. | 6 | | | | | | 2 | 2 | 59 | 24 |
| | SALARY | 4,450 | | | | | | 1,500 | 900 | 68,720 | 25,535 |
| TOTALS | NO. | 11 | | | | | | 2 | 2 | 100 | 47 |
| | SALARY | 7,190 | | | | | | 1,500 | 900 | 95,805 | 38,710 |

TABLE 11 CONTINUED

| | NEGOTIATIONS | | | | | | NUMBER OF SECONDARY TEACHERS PER SUBJECT | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TEACHERS | | PRIN./ SUPT. | | NON-CERTIF. | | | | | | | | | | | | | | | |
| DISTRICT | MEA | AFT | YES | NO | YES | NO | MATH | ENG. | SOC. STUD. | SCIEN. | HLTH | PHY. ED. | ART | MUSIC | BUS. OFFICE | HOME EC. | FOR. LANG. | AGR. | IND. ARTS | OTHER | TOTAL |
| LEWISTON | X | | | X | | X | 3 | 4 | 4 | 2 | 2 | 2 | 1 | 3 | 2 | 1 | 1 | 3 | 2 | | 30 |
| ST. CHARLES | X | | X | | | X | 3.5 | 6 | 4 | 4 | 2 | 4 | 1 | 2 | 1.5 | 2 | 1 | 1 | 2 | 1 | 35 |
| WINONA | X | | | X | X | | 17 | 25 | 24 | 16 | 14 | | 8 | 11 | 6 | 8 | 8 | 2 | 14 | | 153 |
| TOTAL | | | | | | | 23.5 | 35 | 32 | 22 | 18 | 6 | 10 | 16 | 9.5 | 11 | 10 | 6 | 18 | 1 | 218 |

TABLE 11 CONTINUED

| DISTRICT | COMMUNITY SERVICES | | | SPECIAL EDUCATION | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NONE | PART-TIME | FULL TIME | TEACHER / STUDENT | EMR | TMR | SLBP | SPRECH | HEARING | TOTAL |
| LEWISTON | X | | | TEACHERS | 2 | 2 | 1 | 1 | | 6 |
| | | | | STUDENTS | 18 | 12 | 15 | 15 | | 60 |
| ST. CHARLES | X | | | TEACHERS | 2 | | 2 | 1 | | 5 |
| | | | | STUDENTS | 11 | | 30 | 30 | | 71 |
| WINONA | X | | | TEACHERS | 12 | 3 | 16 | 4 | 2 | 37 |
| | | | | STUDENTS | 122 | 19 | 175 | 78 | 16 | 410 |
| TOTAL | | | | TEACHERS | 16 | 5 | 19 | 6 | 2 | 48 |
| | | | | STUDENTS | 151 | 31 | 220 | 123 | 16 | 541 |

## CONCLUSIONS

The data presented in the following section has been summarized in the following pages for Southeastern Minnesota. The summary provides for a general overview and gives one way of comparing counties. No detailed comparisons have been made.

The following areas are summarized: present and projected enrollments, certified and non-certifed staff, transportation, evaluation base, expenditures per pupil unit, administration, extra duty personnel and salary/staff comparisons. Only evaluation base and expenditures per pupil unit contain averages (mean), the other areas are totals.

| | ENROLLMENT & PROJECTIONS | | | | CERTIFIED STAFF | | | |
|---|---|---|---|---|---|---|---|---|
| | PROJECTED | PRESENT | | | | | | |
| | STUDENT AGE 1-4 YR. OLDS | GRADES K-6 | GRADES 7-12 | TOTAL (PRESENT) | CLASSROOMS | OTHER | ADMINIST-RATION | TOTAL |
| DODGE | 633 | 1,383 | 1,505 | 2,888 | 138.5 | 27.33 | 11.5 | 177.33 |
| FILLMORE | 1,037 | 2,206 | 2,431 | 4,637 | 241 | 68 | 23.5 | 332.5 |
| FREEBORN | 1,597 | 3,901 | 4,156 | 8,057 | 382.3 | 42.1 | 27 | 451.4 |
| GOODHUE | 1,130 | 2,712 | 2,921 | 5,633 | 282.25 | 58 | 22 | 362.25 |
| HOUSTON | 922 | 1,839 | 2,235 | 4,074 | 211.5 | 38.5 | 15 | 265 |
| MOWER | 1,891 | 3,757 | 4,610 | 8,367 | 424.5 | 91 | 30.5 | 546 |
| OLMSTED | 5,381 | 10,223 | 10,131 | 20,354 | 961.17 | 219.2 | 62 | 1,242.37 |
| RICE | 1,791 | 3,866 | 3,888 | 7,754 | 348.5 | 67.2 | 26 | 441.7 |
| STEELE | 1,677 | 3,420 | 3,786 | 7,206 | 361 | 56 | 20.5 | 437.5 |
| WABASHA | 1,096 | 2,221 | 2,627 | 4,848 | 228.5 | 46 | 17 | 291.5 |
| WINONA | 2,045 | 3,695 | 4,096 | 7,791 | 362.6 | 90.5 | 25 | 478.1 |

| | NON-CERTIFIED STAFF | | TRANSPORTATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | NUMBER | SALARY | NO. OF ROUTES | MILES 1-WAY | NO. BUSES USED | BUSES (PUBLIC) | BUSES (PRIVATE) | GARAGE SPACE OWNED | GARAGE SPACE RENTED | BUSES IN GARAGE | LATE BUS SERVICE PROVIDED |
| DODGE | 102.5 | 421,023 | 35 | 865 | 35 | 3 | 1 | 3 | 0 | 21 | 2 |
| FILLMORE | 195 | 864,722 | 73 | 2,509 | 73 | 8 | 0 | 7 | 0 | 62 | 3 |
| FREEBORN | 278.50 | 1,729,022 | 79 | 1,785.9 | 70 | 4 | 2 | 2 | 0 | 16 | 3 |
| GOODHUE | 191.5 | 863,238 | 83 | 2,410 | 81 | 3 | 3 | 2 | 0 | 54 | 1 |
| HOUSTON | 106.66 | 524,108 | 60 | 1,745.8 | 62 | 2 | 3 | 0 | 0 | 0 | 1 |
| MOWER | 343.5 | 1,882,927 | 99 | 675 | 94 | 4 | 2 | 3 | 1 | 5 | 3 |
| OLMSTED | 614 | 3,990,856 | 275 | 3,903 | 174 | 2 | 3 | 2 | 0 | 33 | 1 |
| RICE | 246.5 | 1,332,623 | 78 | 2,182 | 44 | 1 | 2 | 0 | 1 | 9 | 0 |
| STEELE | 189 | 1,025,387 | 70 | 2,393 | 75 | 2 | 2 | 0 | 0 | 0 | 1 |
| WABASHA | 127.5 | 610,268 | 78 | 1,770 | 59 | 1 | 5 | 1 | 0 | 2 | 3 |
| WINONA | 317.63 | 1,214,616 | 100 | 2,080 | 106 | 1 | 2 | 0 | 1 | 4 | 2 |

| | ADMINISTRATION | | EXTRA DUTY PERSONNEL | | EVALUATION BASE (AVERAGE) | | | |
|---|---|---|---|---|---|---|---|---|
| | NUMBER | SALARY | POSITIONS | SALARY | EARC (In Millions of Dollars) | BONDED INDEBTED. In Millions of Dollars) | ASSESSED VALUE (In Millions of Dollars) | TOTAL MILL RATES |
| DODGE | 11.5 | 240,130 | 87 | 56,404 | 13.9 | .9 | 9.7 | 56.54 |
| FILLMORE | 23 | 444,726 | 154 | 87,082.50 | 9.5 | .5 | 5.4 | 58.4 |
| FREEBORN | 28 | 573,813.39 | 75 | 41,788 | 28.8 | 2.1 | 24.5 | 46.01 |
| GOODHUE | 22 | 486,064 | 144 | 92,809 | 17.5 | .9 | 13.2 | 51.10 |
| HOUSTON | 15 | 304,658 | 111 | 61,596 | 14.0 | 1.1 | 6.0 | 50.55 |
| MOWER | 30.5 | 555,317 | 169 | 140,243 | 32.1 | 1.7 | 24.7 | 50.76 |
| OLMSTED | 61 | 1,554,131 | 221 | 201,593 | 82.9 | 23.1 | 65.3 | 58.85 |
| RICE | 25.5 | 602,205.40 | 135 | 121,371 | 43.5 | 2.7 | 34.6 | 56.5 |
| STEELE | 21.5 | 514,404 | 131 | 105,623.04 | 35.4 | 1.2 | 26.3 | 49.48 |
| WABASHA | 17 | 379,052 | 126 | 75,500 | 14.8 | 188.7 | 10.6 | 66.39 |
| WINONA | 25 | 586,317 | 147 | 134,515 | 42.8 | 2.9 | 36.8 | 54.8 |

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## EXPENDITURES PER PUPIL UNIT
(AVERAGE)

| | PUPIL UNITS | ADMINISTRATION DISBURSEMENTS | INSTRUCTIONAL SALARIES | OTHER INSTRUCTIONAL DISBURSEMENTS | TRANSPORTATION DISBURSEMENTS | TOTAL PER PUPIL UNIT COST |
|---|---|---|---|---|---|---|
| DODGE | 971.20 | 57.40 | 635.40 | 85.20 | 67.20 | 1,587 |
| FILLMORE | 706.3 | 63 | 696.4 | 98.1 | 85.8 | 1,554.1 |
| FREEBORN | 1,957 | 54.2 | 670 | 71.4 | 80.2 | 1,362.8 |
| GOODHUE | 1,548.3 | 47 | 720 | 100.4 | 87.4 | 1,441.3 |
| HOUSTON | 1,268 | 45 | 630 | 80 | 77 | 1,229 |
| MOWER | 2,099 | 66 | 702 | 115 | 88 | 1,482 |
| OLMSTED | 4,784 | 35 | 684 | 85 | 75 | 1,336 |
| RICE | 3,268.7 | 43.3 | 670 | 126.3 | 72.7 | 1,336 |
| STEELE | 2,172 | 44 | 648 | 86 | 79.8 | 1,266 |
| WABASHA | 1,150 | 50 | 626 | 106 | 101 | 1,469 |
| WINONA | 3,148 | 41 | 682.3 | 103 | 92.7 | 1,636 |

SALARY/STAFF COMPARISONS

| | NUMBER OF STAFF AT | | | | | NUMBER OF STAFF AT STEPS | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NON DEGREE | BA | BA+ | MA | MA+ | 0-3 | 4-7 | 8-11 | 12-15 | TOTAL COST 1976-77 SALARY SCHEDULE |
| DODGE | 1% | 58% | 29% | 11% | 1% | 20% | 25% | 20% | 35% | 2,934,305 |
| FILLMORE | | 50% | 34% | 11% | 5% | 18% | 29% | 27% | 26% | 2,975,245 |
| FREEBORN | 1% | 20% | 43% | 16% | 20% | 7% | 17% | 25% | 51% | 5,912,130.60 |
| GOODHUE | 1% | 35% | 44% | 12% | 8% | 20% | 26% | 20% | 34% | 7,036,068 |
| HOUSTON | 1% | 29% | 45% | 12% | 13% | 21% | 21% | 31% | 27% | 3,101,740 |
| MOWER | 1% | 29% | 39% | 16% | 15% | 17% | 17% | 22% | 44% | 7,460,331 |
| OLMSTED | | 33% | 23% | 25% | 19% | 9% | 22% | 37% | 32% | 19,029,519 |
| RICE | | 17% | 48% | 12% | 23% | 12% | 24% | 22% | 42% | 2,528,575 |
| STEELE | 1% | 31% | 36% | 24% | 8% | 14% | 23% | 21% | 42% | 5,052,821 |
| WABASHA | | 46% | 36% | 14% | 4% | 18% | 32% | 17% | 33% | 3,078,834 |
| WINONA | 1% | 21% | 32% | 18% | 28% | 17% | 28% | 23% | 32% | 5,544,820 |

IMPACT STUDY - REGION 10

DISTRICT NAME_____ DIST. NO._____ PERSON_____

GENERAL INSTRUCTIONS

Please respond to each item on this study. Use 1976-77 data when filling in the information.

I. GENERAL INFORMATION

1. What is the number of square miles in your school district?_____

2. Name the County in which the district office is located_____

3. Give the number of square miles your district extends into other county(ies). (Give County name and specify square miles in each.)

County_____ Sq. Miles_____

County_____ Sq. Miles_____

County_____ Sq. Miles_____

4. Give the number of school buildings and their construction date.

Number_____ _____

_____ _____

II. ENROLLMENT

5. Please give the present pupil enrollment.

| | | | |
|---|---|---|---|
| K____ | 4____ | 8____ | 12____ |
| 1____ | 5____ | 9____ | Total____ |
| 2____ | 6____ | 10____ | |
| 3____ | 7____ | 11____ | |

6. Census Data: Indicate the number in each category below.

1 Year Olds_____ 3 Year Olds_____

2 Year Olds_____ 4 Year Olds_____

III. CERTIFIED STAFF

7. Give the number of classroom teachers in each grade. (Those teachers who are in direct instructional settings with students in the classroom.)

| | |
|---|---|
| 1____ | 5____ |
| 2____ | 6____ |
| 3____ | 7-12____ |
| 4____ | |

8. Give the number of other teachers. (Those persons not in classroom setting and not in administration--counselors, librarians, consultants, speech therapists and other.)

1-6_____ 7-12_____

9. Give the number of administrators for the grades.

1-6_____ 7-12_____

## IV. NON CERTIFIED STAFF

10. Specify the number and total salary of the noncertified staff.

| | No. of Positions | Total Cost (Excluding Fringe) |
|---|---|---|
| a. Custodial Staff (All building maintenance, etc.) | | |
| b. Clerical Staff (All secretaries, clerical, bookkeepers, etc. | | |
| c. Food Service (All cooks, kitchen help, etc.) | | |
| d. Bus drivers | | |
| e. Transportation Support Personnel (Mechanic, etc.) | | |
| f. Aides (Teachers, playground, library, etc.) | | |

## V. TRANSPORTATION

11. Complete the following items:

a. Number of bus routes _____

b. Total 1-way miles of routes _____

c. Number of buses used _____

d. Indicate if buses publicly or privately owned._____

If buses are publicly owned, does the district own or rent garage space?

_____

Indicate the number of bus parking spaces in the garage._____

e. Does your district provide late bus service for extra curricular?

_____Yes _____No

## VI. ECONOMIC

12. Give the dollar EARC value _____

13. Give the total bonded indebtedness _____

14. Give the Auditor's assessed value _____

15. Cost of the lunch program Adult _____

Secondary _____

Elementary _____

16. Specify the number and salary of the administrators:

| | Number | Salary (Excluding Fringe) |
|---|---|---|
| a. Superintendent | ____ | _____ |
| b. Asst. Superintendent | ____ | _____ |
| c. High School Principal | ____ | _____ |
| d. Middle/Jr. H.S. Principal | ____ | _____ |
| e. Elementary Principal | ____ | _____ |
| f. Asst. Principal | ____ | _____ |
| g. Business Manager | ____ | _____ |
| h. Vocational Director | ____ | _____ |
| i. Other | ____ | _____ |

17. Specify the number of persons and salaries of extra duty personnel.*

| | MEN | | WOMEN | |
|---|---|---|---|---|
| | Number | Salary | Number | Salary |
| Athletic Director | ____ | _____ | ____ | _____ |
| Football | ____ | _____ | ____ | _____ |
| Basketball | ____ | _____ | ____ | _____ |
| Baseball | ____ | _____ | ____ | _____ |
| Track | ____ | _____ | ____ | _____ |
| Wrestling | ____ | _____ | ____ | _____ |

| | MEN | | WOMEN | |
|---|---|---|---|---|
| | Number | Salary | Number | Salary |
| Hockey | ____ | _____ | ____ | _____ |
| Gymnastics | ____ | _____ | ____ | _____ |
| Swimming | ____ | _____ | ____ | _____ |
| Volleyball | ____ | _____ | ____ | _____ |
| One-Act Play | ____ | _____ | ____ | _____ |
| Debate | ____ | _____ | ____ | _____ |
| Cheerleading | ____ | _____ | ____ | _____ |

* #One Position for boys and girls

## VII. NEGOTIATIONS

18. Check which bargaining unit represents the teachers.

_____MEA _____AFT

19. Are principals and/or other supervisors in a bargaining unit?

_____Yes _____No

20. Are noncertified personnel in a bargaining unit or represented by some union?

_____Yes _____No

If yes, which one?_____

## VIII. SECONDARY

21. Please attach a copy of the secondary program. (List of all courses available.)

22. Give the number of teachers for each subject:

| | No. of Positions | | No. of Positions |
|---|---|---|---|
| a. Math | _____ | h. Music | _____ |
| b. English | _____ | i. Bus./Office | _____ |
| c. Social Studies | _____ | j. Home Ec. | _____ |
| d. Science | _____ | k. Foreign Lang. | _____ |
| e. Health | _____ | l. Agriculture | _____ |
| f. Phy. Ed. | _____ | m. Industrial Arts | _____ |
| g. Art | _____ | n. Other | _____ |
| | | | _____ |

## IX. COMMUNITY SERVICES

23. Check the following type of community directors that you have available.

_____None

_____Part-time

_____Full-time

24. If you have a Community Services Program, please send us any available information.

## X. SPECIAL EDUCATION

25. Give the enrollment in the following areas:

| | No. of Students | No. of Teachers |
|---|---|---|
| EMR | _____ | _____ |
| TMR | _____ | _____ |
| SLBP | _____ | _____ |
| Speech | _____ | _____ |
| Hearing | _____ | _____ |

26. Any special education students enrolled in cooperative special education programs or attend classes in other districts?

_____Yes _____No

If yes, where_____